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Indian Labour Gazette

LABOUR BUREAU • GOVERNMENT OF INDIA • MINISTRY OF LABOUR

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LABOUR CONDITIONS IN THE COTTON MILL INDUSTRY IN INDIA

A comprehensive survey into the conditions of labour in the cotton mill industry was conducted by the Labour Investigation Committee of the Government of India, during 1944-45 and the results of the survey were incorporated in a report* published by the Committee in 1946. With a view to bringing the data contained in this report up-to-date the Labour Bureau issued, in recent years, questionnaires to important associations of employers and individual employers and the following article is based on the replies received to the questionnaires as also on published sources of information on the subject.

Employment.—The cotton mill industry occupies the foremost place among the factory industries in India, both from the point of view of the numbers employed and the amount of capital invested. The industry employed, as at 31st August 1949, on an average, 4,57,000 workers and the capital invested in the industry is reported to be nearly 86 crores of rupees.

The regional distribution of the Industry as in 1949 may be seen from the following table.

Cotton Spinning and Weaving Mills working on 31st August, 1949

State	No. of mills	No. of spindles installed	No. of looms installed
1	2	3	4
Bombay	209	60,83,416	1,34,321
Madhya Pradesh	7	2,97,584	5,384
West Bengal	29	3,93,908	9,070
Uttar Pradesh	29	7,93,010	12,451
Madras	73	16,80,188	7,634
East Punjab	4	39,864	824
Central India	17	4,07,706	10,949
Delhi	7	1,47,604	3,850
Travancore-Cochin	7	86,638	726
Hyderabad	6	1,19,292	2,472
Rajputana	10	1,32,868	3,032
Berar	4	68,448	1,489
Mysore	9	1,72,248	2,880
Bihar and Orissa	2	27,832	745
Total	413†	1,01,50,606	1,95,827

* Report on an Enquiry into conditions of Labour in the Cotton Mill Industry in India by S. R. Deshpande (1946).

† This does not include 28 mills which are in course of erection.
(Source : The Millowners' Association Bombay—Annual Report for 1949).

Details regarding the classification of workers into men and women, time rated and piece-rated etc., compiled from the replies received are given in the following table :

TABLE I
Employment in Certain Centres of the Textile Industry (July, 1950)

Centre	Men	Women	Children	Total (columns 2 to 4)	Time-rated	Piece- rated
1	2	3	4	5	6	7
Bombay . . .	—	—	—	2,03,093	1,09,667	93,426
Ahmedabad . . .	85,835	5,431	158	91,424	49,790	40,009 (1,625)
Sholapur (4 Units) .	12,245	1,092	—	13,337	8,018	5,319
Indore and Gwalior (7 units).	29,753	1,992	458	32,205	19,165	13,010 (30)
West Bengal . . .	26,500	1,500	—	28,000	14,000	14,000
Delhi (2 units) . . .	12,553	88	—	12,641	6,666	5,748 (227)
Madras (1 unit) . . .	14,071	—	—	14,071	10,016	4,055
Madura (2 units) . . .	10,841	2,254	—	13,095	11,172	1,923
Hyderabad (2 units) . . .	6,662	455	32	7,109	3,881	3,228
Bangalore (3 units) . . .	9,199	1,476	—	10,675	6,092	4,583
Kanpur	39,646	84	—	39,730	17,107	22,419 (204)
Travancore-Cochin (2 units)	1,920	950	—	2,870	1,205	1,650 (15)

Figures within brackets show labour employed through contractors and are included in the total in column No. 5.

It would be seen from the statement above that employment of children is almost non-existent. The proportion of women workers differs from centre to centre and varies from .2 per cent. in Kanpur to 33 per cent. in Travancore-Cochin. The B. & C. Mills, Madras does not employ any women workers. A majority of the workers in most of the centres are time-rated, although in Kanpur and Travancore-Cochin piece-rated workers constitute the majority. The proportion of time-rated to piece-rated workers amounts to 10 : 13 in Kanpur to 5 : 29 in Madura.

In the important centres of the industry workers are classified into permanent and temporary, the former constituting an overwhelming majority of the total number employed. For instance, permanent workers form 92.5 per cent. of the total in Bombay, 94 per cent. in Baroda, 99 per cent. in Madras and about 100 per cent. in Kanpur and West Bengal. Workers are made permanent as and when vacancies arise and according to the provisions laid down in the standing orders. Permanent workers enjoy certain privileges relating to notice of discharge, leave and holidays with pay, eligibility to become members of provident fund schemes (e.g., West Bengal), Co-operative credit societies (e.g. Sholapur) etc.

An important feature of the cotton mill industry in the various centres is the non-existence of a system of recruiting labour through contractors. In nearly all the centres, the entire complement of labour is recruited directly and no contractors' labour is employed. Even in the few centres where employment through contractors has been reported, such as Ahmedabad, Delhi and

Kanpur, the proportion of such labour is very small. For instance, in Ahmedabad, out of a total labour force of 91,000 only about 1,600 are employed through contractors; in Kanpur, out of a total of about 40,000 workers, only about 200 workers are employed through contractors.

Recruitment.—Workers are recruited generally, either by the mill authorities directly or through the Employment Exchanges, although in a few centres the services of jobbers and Mukadams are still utilised for the purpose. An important development in the system of recruitment was the introduction by the Government of Bombay of the Textile Employment Decasualisation Scheme for the cotton textile industry in Bombay, Ahmedabad and Sholapur. The principal objects of the scheme are to regulate recruitment of labour with a view to avoiding waste of manpower, to increase efficiency and production by reducing labour turnover, to reduce the waiting period of unemployed textile workers, to eliminate bribery, corruption and favouritism in the recruitment of textile workers and to encourage the systematic training of textile workers for ensuring a steady supply of efficient workers. Under the scheme, workers seeking employment in cotton mills are registered with the Central office of the scheme. Employers are precluded from employing fresh workers either as permanent workers or as *badli* except through the master register of the central pool. The scheme was brought into force in Ahmedabad early in September 1949 and in Bombay on 1st February, 1950. A similar scheme has been in force in Kanpur also, since April, 1950. Member mills of the Employers' Association of Northern India, Kanpur, recruit their entire requirements of labour, through the Employment Exchange, which acts as the central office and maintains a pool of retrenched workers. The Madhya Bharat Millowners' Association has reported that their mills recruit workmen through jobbers and Mukadams while permanent workers are taken through the *badli* system. The B. & C. Mills, Madras and the Bangalore Woollen, Cotton and Silk Mills, Bangalore are reported to be keeping surplus labour to the extent of 10 per cent. of their normal requirements to cover leave and absenteeism. In a number of units, workers are recruited through Labour and Welfare Officers who register the names of applicants seeking employment and then recommend workers to the various departments according to their requirements.

Training and Apprenticeship.—With a few exceptions, there are no special arrangements for the training of new recruits in the cotton mill industry. Generally, new recruits start as *badli*s and are drawn into permanent vacancies when such vacancies occur. Among the few units which provide facilities for training, the following may be mentioned: 27 member mills of the Bombay Millowners' Association have a training scheme for their workers in the engineering, weaving, spinning, mechanical, blowroom and card frame departments. The B. & C. Mills have an apprentice course in the Engineering Department. The Delhi Cloth Mills have a scheme of apprenticeship in the Spinning and Weaving Departments; under the scheme training is given to jobbers, fitters and Spinning mistries.

Absenteeism.—According to the available information it would appear that the extent of absenteeism varies widely from centre to centre. Thus during the year 1950, it amounted to 8.4 per cent. in Ahmedabad, while it amounted to 20.1 per cent. in Sholapur. In this connection, however, it should be noted that

the data on absenteeism, given in the tabular statement below, are not strictly comparable as between the various centres, on account of the possible differences in the definitions and methods of compilation adopted.

ABSENTEEISM IN THE COTTON MILL INDUSTRY IN INDIA
(Percentage of man-shifts lost to man-shifts scheduled to work)

	Bombay	Ahmed- abad	Shola- pur	Madras	Madura	Coimba- tore	Kanpur
1946—Average . .	14.2	7.4	20.1	11.0	16.0	12.8	12.9
1947—Average . .	14.4	6.4	19.1	10.3	14.7	13.8	16.1
1948—Average . .	13.3	5.9	18.1	9.1	13.9	9.6	16.1
1949—Average . .	15.9	7.4	21.3	8.6	13.1	8.1	15.6
1950—Average . .	14.5	8.4	20.1	9.5	14.6	9.7	16.1
January	12.8	7.4	21.0	9.0	11.5	7.6	14.3
February	14.7	8.0	21.0	8.8	17.6	8.7	13.6
March	15.9	8.7	21.5	9.2	15.4	9.0	16.2
April	16.3	9.7	23.3	9.8	14.3	10.2	19.0
May	16.4	9.6	23.5	9.7	14.2	20.4	20.8
June	15.2	8.9	19.9	9.9	15.8	10.6	19.9
July	13.9	8.3	20.3	9.4	16.1	7.4	17.9
August	12.3	8.1	17.6	9.2	14.6	8.6	16.7
September	*	8.4	19.0	12.0	14.1	8.5	15.6
October	*	7.8	18.3	9.5	14.3	8.1	12.8
November	13.6	7.8	18.8	8.9	13.3	9.4	12.0
December	13.8	7.9	18.3	8.5	13.6	8.4	12.6

*There was a general strike in the Cotton Textile Industry in Bombay city.
(Source :—*Indian Labour Gazette*, March, 1951).

WORKING CONDITIONS

Hours of work and shifts.—The working hours in the industry are regulated by the provisions of the Indian Factories Act, 1948, and are 8 per day and 48 per week. The spreadover in the various shifts varies from 8 hours in the continuous shifts to 10½ hours in the general shift. The number of shifts worked per day varies between different centres. In Bombay city, 29 mills work 3 shifts, 29 mills 2 shifts, and 2 mills work 1 shift only ; in Ahmedabad, most of the mills work 2 shifts while a few work 3 shifts. The mills in Baroda, Sholapur, Indore, Madras and most of the units in Mysore State work 2 shifts. The mills in West Bengal work 3 shifts in the spinning sections and 2 shifts in the Weaving Sections. A majority of units in Travancore-Cochin, Delhi and Hyderabad states work 3 shifts. The B. & C. Mills, Madras and the Bangalore Woollen, Cotton and Silk Mills work 2 shifts except in a few sections in which 3 shifts are worked. In Kanpur 5 mills work 3 shifts and the others 2 shifts. In most of the units there is a regular change-over of shifts. The change-over takes place every week in some centres, after a fortnight in some and at longer intervals in a few others. The workers enjoy periods of rest intervals ranging from 1/2 hour in most cases, to 1 hour in a few. For instance, in Sholapur workers in the first shift get a rest interval of 45 minutes and those in the 2nd shift get 1/2 hour. In the units in Baroda, the rest interval ranges from 1/2 hour to 1 hour in the various mills.

Allowance for night-shift workers.—Though opinion is divided on the point whether extra wages should be paid to workers in the night shift, there is more or less general appreciation of the fact that night work entails hardship to the worker and is likely to affect the health of the worker in the long run. The

measures adopted by many employers such as the system of regular change-over of shifts and the fact that many employers have provided certain amenities such as transport to and from the place of work, a free cup of tea, sleeping accommodation etc., are an indication of such a realisation. The practice in this regard in the various centres is based on the recommendations of the awards of Adjudicators, Industrial Tribunals, etc. The Bombay Industrial Court in its award relating to the cotton mills in the various centres and the Industrial Tribunal for the cotton textile industry in West Bengal have refused to award extra wages to night shift workers, and only recommended a regular change-over of shifts; while the Madras cotton textile award recommended, for the Mills in the State, the payment of 25 per cent. of wages extra for night shift workers. A few mills in Bangalore pay 1 anna extra to all night shift workers as a special allowance, while the unit in Trichur pays Re. 1 p.m. as night shift allowance. The mills in South India generally supply a free cup of tea to night shift workers.

Holidays and Leave.—In all the centres, workers are given leave and holidays, with or without wages as the case may be, according to the provisions of the Factories Act. Under these provisions, workers are entitled to a weekly holiday, as also to a minimum of 10 days' holidays with pay after the completion of 12 months' continuous service. Apart from these statutory holidays, individual employers have their own regulations for giving different kinds of leave to their workers. In fact, preferential treatment in the grant of certain kinds of leave etc., is one of the privileges enjoyed by permanent workers in many units. It would appear, that in all the important units of the industry in the various centres, workers are given casual leave up to 10 days in a year, generally without pay. Most of the mills in Sholapur, Madhya Bharat and Kanpur give their workers 1 month's privilege leave without pay. Four units in Mysore and the one in Trichur allow their workers privilege leave with pay, amounting to 10 to 15 days in a year. Under the award of the Industrial Tribunal, workers in the cotton mills in West Bengal get in addition to the statutory holidays, 5 days' casual leave, 15 days' sick leave and 6 festival holidays with pay. Most of the units in the various centres of the industry in South India give festival holidays varying from 2 days to 12 days in the year. The units in Delhi give all their workers 8 festival holidays.

WAGES AND EARNINGS

Since the Labour Investigation Committee's survey in 1944-45, wages and allowances in the cotton mill industry have increased substantially in almost all the centres with the result that the wage rates and allowances in the cotton mill industry today are higher than those in any other industry in the country. Such increases have generally been the result of awards of Adjudicators, Industrial Tribunals, Industrial Courts etc. The Bombay Industrial Court has fixed a minimum wage of Rs. 30 p.m. for workers in the cotton mills in Bombay city and suburbs (from 1st January 1947), Rs. 28 p.m. in Ahmedabad (from 1st July 1947), and Rs. 26 p.m. in Sholapur (from 1st January 1948); cotton mills in Baroda pay wages which are 10 per cent. lower than those obtaining in the cotton mills in Ahmedabad. A basic minimum wage of Rs. 26 p.m. was fixed by the awards of Tribunals in Madras and Madhya Pradesh with effect from 1st April 1947 and 1st June 1947 respectively. A minimum wage of Rs. 30 p.m. was fixed with effect from 1st December 1948 by an order of the Government of U. P. This order was based on the recommendations of the U. P.

Labour Enquiry Committee and was originally intended to apply to the cotton and woollen textile industries in the State, but was later amended so as to be applicable only to the units in these industries in Kanpur. An Industrial Tribunal in West Bengal awarded a basic minimum wage of Rs. 20-2-5 p.m. for the least skilled workers in the industry with effect from August, 1948. The minimum wage for workers in the units in Indore (later extended to all the units in Madhya Bharat) was fixed at Rs. 26 p.m. from August, 1947. In all these centres, the wage rates fixed by the awards etc., during the years 1947-49, have since continued to be in force and the latest position in regard to the basic minimum wages obtaining in the cotton mill industry is as follows :

Rs. 30 p.m. in Bombay city and suburbs, Kanpur and Delhi, Rs. 28 p.m. in Ahmedabad, Rs. 26 p.m. in Sholapur, Madhya Pradesh, Madras state, Bhopal and Madhya Bharat and Rs. 21 p.m. in Gadaog, Surat and Saurashtra. The units in Baroda pay basic wages at 90 per cent. of the rates obtaining in Ahmedabad. In Hyderabad two units pay a basic minimum wage of Rs. 30 p.m. while one unit pays a minimum wage of Rs. 26 p.m. In Bangalore the basic wage rates vary from Re. 0-10-0 per day to Re. 0-14-9 per day, while in the unit in Mysore, it amounts to Re. 0-8-0 per day. In Travancore-Cochin one unit pays a basic minimum wage of Rs. 26 p.m., while another pays a basic wage of Rs. 20 p.m. The basic minimum wage amounts to Rs. 20-2-5 in West Bengal. According to the terms of an agreement, the three cotton mills in Beawar have been paying, since June 1950 a basic minimum wage of Rs. 25 p.m.

Dearness Allowance.—Cotton mills in almost all the centres of the industry pay dearness allowance at rates linked to the cost of living index numbers and these rates are generally taken as the 'model' for the other industries. Details of the scales and rates of dearness allowance obtaining in the important centres of the industry are described below : In the cotton mills in Bombay, since 1st January 1947, dearness allowance has been increased to a rate of 1-9 pies per day (as against the former rate of 1-6 pies) per point of rise above 105 (Base : year ending June, 1934=100) in the Bombay city cost of living index number. The mills in Ahmedabad pay dearness allowance at the rate of 2-84 pies per day per point of rise above 73 (Base : year ending July, 1927=100) in the Ahmedabad cost of living index numbers. The extent of neutralisation provided for by the scale of dearness allowance in these two centres is 90 per cent. and 100 per cent. respectively on the basic minimum wage. The Bombay Industrial Court in its award given in February 1949, recommended dearness allowance for the textile workers in Sholapur, at the rate of 1-75 pies per day per point of rise above 73 (Base : year ending January 1928=100) in the Sholapur cost of living index number, so as to compensate the rise in the cost of living to the extent of 66½ per cent. on the minimum wage of Rs. 26 p.m.

As the result of an award enforced with effect from 1st April 1947, two different rates are in force in Madras—a rate of 3 annas per month per point of rise above 100 in the Madras city cost of living index number, for the mills situated in the larger centres of the industry like Madras city, Madura and Coimbatore, and a lower rate of 2½ annas per point per month for the smaller textile centres in the state.

The rate of dearness allowance in the cotton mill industry in Madhya Pradesh is 1-1 pies per day per point of rise above 100 in the Nagpur cost of living index number.

Cotton mills in Kanpur pay dearness allowance in accordance with a government decision enforced from 1st December 1948 on a scale linked to the Kanpur cost of living index number, as given below :

Cost of living index No.	100-125	126-200	201-300	301-400	401-500	501-600	601-700
Rate of dear food allowance (in annas per point of rise).	Nil.	3.0	2.8	2.7	2.5	2.3	2.0

In Delhi the larger units pay dearness allowance on a scale linked to the Delhi cost of living index number with Base 1944=100. The rate is Rs. 44-12-0 for the rise of the first 20 points and 4.37 pies per day per point thereafter.

In the mills in Beawar, dearness allowance is paid at a flat rate of Rs. 20 p.m. since June, 1950.

The mills in Baroda pay dearness allowance at 90 per cent. of the Ahmedabad rate, whereas in the centres in Madhya Bharat dearness allowance is based on the three monthly average of the cost of living index numbers for Bombay, Ahmedabad and Sholapur. The unit in Bhopal pays dearness allowance on the same scale as in Madhya Bharat. The two units in Travancore-Cochin pay dearness allowance on a scale linked to the cost of living index numbers, the actual rate of allowance being $2\frac{1}{2}$ annas per month per point of rise above 100 in one and $2\frac{1}{4}$ annas per point per month in another.

The majority of units in Mysore state pay dearness allowance according to a scale linked to cost of living index numbers. The rate is Re. 0-2-6 per month per point of rise above 100 in the cost of living index number.

Workers in the cotton mills in Hyderabad state get, as a result of the recommendations of the Hyderabad Labour Enquiry Committee, a dearness allowance of Rs. 26 p.m.*

The following table contains data regarding the actual amounts of dearness allowance paid to workers in some of the important cotton textile centres in the month of July, for the years 1946-50.

TABLE II
Dearness Allowance paid to Cotton Textile Workers in different Centres

Year	July, 1946	July, 1947	July, 1948	July, 1949	July, 1950
	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
Bombay	36 8 0	44 8 0	52 0 0	50 3 0	53 4 0
Ahmedabad	47 10 0	55 8 0	66 4 6	67 11 0	73 13 0
Sholapur	22 5 6	28 7 0	37 8 0	52 15 2	51 0 10
Madras	22 4 0	32 1 0	38 7 0	41 10 0	41 13 0
Madura	27 12 0	32 1 0	38 7 0	41 4 0	41 7 0
Delhi	—	—	—	49 8 0	51 4 0
West Bengal	—	—	30 0 0†	30 0 0	30 0 0
Kanpur	—	37 5 0	60 4 0	61 14 6	53 7 0
Nagpur	24 6 0	29 4 0	40 8 0	41 2 8	39 15 2
Indore	—	—	45 0 0	46 11 0	48 6 6
Baroda	42 13 0	48 1 0	59 10 0	60 14 3	66 7 4
Bangalore	—	—	—	31 9 0	32 15 0
Coimbatore	21 13 0	32 1 0	38 7 0	41 10 0	41 13 0

*In one unit this has been increased to Rs. 26 p.m. as the result of Adjudicator's award.

† Relates to August 1948.

Earnings.—Earnings of workers in the cotton mill industry in the various centres, have risen considerably during the post-war years mainly due to the increased rates of dearness allowance resulting from increased cost of living as also due to the enhancement of the minimum basic wages. Details regarding the average monthly earnings of certain categories of workers in the various centres of the industry are given in the table below :—

TABLE III

Average Monthly Earnings of Certain Categories of Workers in Important Centres of the Cotton Mill Industry (June 1950)

Category	Bombay†	Ahmedabad*	(1) Sholapur	Uttar Pradesh	(2) Delhi	(3) Indore
1	2	3	4	5	6	7
Driving tenter .	86 6 0	107 14 9	80 13 5	79 10 7	98 8 0	86 11 4
Slubbing tenter .	92 12 0	108 14 3	79 13 11	80 9 7	92 12 11	87 2 11
Inter tenter .	90 0 0	107 1 9	85 0 1	76 9 7	90 6 5	85 0 6
Roving tenter .	87 11 0	—	89 5 10	78 12 9	86 0 0	85 14 5
Ring siders .	—	109 8 9	85 2 7	83 11 10	93 4 2	78 4 10
Tarwallas .	83 4 0	—	75 9 7	82 0 9	—	73 15 6
Doffer boys .	84 4 0	102 10 3	76 1 7	80 13 0	80 4 0	72 13 8
Spinners .	—	—	73 5 1	82 7 2	—	—
Piecers .	87 6 0	—	—	72 11 2	—	—
Reelers .	84 14 0	—	67 10 1	77 13 3	75 6 3	60 5 9
Winders-Grey	85 8 0	105 7 9	82 9 0	77 13 4	80 0 2	73 14 2
Winders-Colour	85 15 0	108 11 9	79 14 3	105 2 5	77 5 11	50 7 1
Weavers :		133 9 1				
1 Loom .	—	—	84 7 1	83 3 8	70 15 0	82 2 6
2 Loom .	108 4 0	—	96 6 8	77 7 0	91 10 0	83 3 11
4 Loom .	130 10 0	—	—	143 4 5	—	—
6 Loom .	140 9 0	—	—	—	—	—
Mzdoors :						
Men .	83 4 0	102 10 3	75 13 9	76 9 9	75 12 0	78 2 9
Women .	83 4 0	102 10 3	74 5 7	—	—	73 5 1

*Figures relate to monthly earnings for a month of 26 working days.

†Earnings equated to 26 working days.

(1) Weighted average for 4 units.

(2) Weighted average for 2 units.

(3) Weighted average for 6 units.

TABLE III—*contd.*

Category	Gwalior	Madras	Madura*	** Hydera- bad	** Banga- lore	Mysore	Cochin	West Bengal*
	8	9	10	11	12	13	14	15
Driving tenter .	86 12 5	80 4 10	77 2 3	64 2 11	56 11 8	50 6 0	54 14 0	53 2 6
Slubbing tenter .	84 6 7	102 12 6	82 11 0	76 15 0	67 10 5	59 9 6	56 12 0	58 2 6
Inter tenter .	81 13 2	92 12 2	78 5 0	67 15 2	63 5 7	52 13 9	62 2 0	60 2 6
Roving tenter .	77 4 5	81 4 0	79 15 0	68 9 3	58 15 4	45 11 0	38 2 0	53 2 6
Ring sider .	76 6 7	—	—	64 7 8	51 11 10	51 14 9	—	53 2 6
Tarwallas .	—	—	—	57 10 1	—	47 2 0	—	—
Doffer boys .	70 14 4	72 5 6	71 11 0	57 13 3	52 1 3	42 0 6	54 14 0	50 2 6
Spinners .	—	—	74 8 6	—	—	—	57 2 0	—
Pickers .	—	77 8 6	—	—	69 1 8	—	—	—
Reelers .	69 8 8	85 7 8	69 15 0	53 3 2	49 9 2	48 6 3	54 14 0	54 2 6
Winders-Grey .	76 7 9	89 1 9	74 8 6	57 0 0	74 3 11	49 10 3	—	54 2 6
Winders-Colour .	73 0 4	94 12 8 (piru)	—	56 5 5	49 15 6	42 6 0	—	54 2 6
Wearers:								
1 Loom .	—	103 14 9	—	66 11 10	—	54 5 0	—	—
2 Loom .	92 12 6	100 1 0	—	84 7 2	70 5 0	67 4 6	—	66 2 6
4 Loom .	—	90 0 10	—	—	76 0 11	—	—	—
6 Loom .	—	118 3 6	—	—	89 5 4	—	—	—
Mazdoors:								
Men .	—	73 2 0	72 13 0	57 8 6	52 7 8	60 0 4	—	50 2 5
Women .	—	—	—	—	—	51 0 0	—	37 9 10

* Figures relate to monthly earnings for a month of 26 working days.

** Weighted average for 3 units.

Bonus.—The payment of an annual profit bonus started during the prosperous war-years by the cotton mills in the various centres has since become a regular feature in almost all the important centres of the industry. In recent years Adjudicators, Industrial Courts etc., who have had to deal with the question of bonus have expressed the view that bonus is not an *ex-gratia* payment but that the workers in the industry are entitled to the payment of bonus so long as the industry makes profit. Details regarding annual profit bonuses paid to workers in the various centres of the industry are given in the following statement.

TABLE IV

Profit Bonus in the Cotton Mill Industry

State	Unit	Bonus paid for		
		1947	1948	1949
Bombay	Cotton Mills in Bombay city	3 months' wages	4½ months' wages	1/6th of wages.
	Cotton Mills in Ahmedabad	20% of wages	4½ months' wages	2 months' wages.
	Cotton Mills in Sholapur	11/60th of earnings.	1/8th of basic earnings.	..
	Cotton Mills in Baroda	25% of wages	4½ months' wages	..
Madras	B. & C. Mills, Madras	12½% of wages earned.	15% of wages earned.	15% of wages earned.
	Madura Mills Co., Madura	3 months' wages	3 months' wages	3 months' wages.
	Cotton Mills in Coimbatore	..	33½% of wages	..
Madhya Pradesh.	Cotton Mills in the state	3 months' wages	(for 1947-48)	..
Uttar Pradesh	Cotton Mills in Kanpur	4 annas per rupee of wages earned.	4 annas per rupee of wages earned.	4 annas per rupee of wages earned.
Madhya Bharat.	Cotton Mills in Indore, Ujjain, Gwalior & Ratlam.	12½% of basic wages	31.25% of basic wages.	..
Delhi	Delhi Cloth Mills	..	1/4th of basic earnings for 1948-49.	..
	Birla Cotton Spg. & Wvg. Mills.	..	..	1/6th of wages.
Ajmer	3 Cotton Mills in Beawar	..	25% of earnings	25% of earnings.
Bhopal	Bhopal Textiles Ltd., Bhopal	..	3 months' wages	1/6th of basic earnings.
Hyderabad	2 Cotton Mills	..	2 months' wages for 1948-49.	..
Mysore	Bangalore Woollen, Cotton and Silk Mills, Bangalore.	15% of basic earnings.	20% of basic earnings.	20% of basic earnings.
	Minerva Mills Ltd., and Mysore Spinning and Manufacturing Co., Bangalore.	10% of basic wages earned.	10% of basic wages earned.	10% of basic wages earned.

HOUSING

The standards of housing and amenities provided, the number of houses and the proportion of workers housed etc., differ between the various centres. While a large number of units in most centres have not made any provision for housing their workers, in a few, large housing colonies with amenities have been provided for a large number of the employees. Details regarding the housing provided by units in the cotton mill industry are described in the following paragraphs.

The cotton mills in Bombay city have provided 166 *Chawls* consisting of 4,940 tenements for their employees and about 16,000 of them are accommodated in these tenements. Only a small number of these tenements have two rooms. The majority of the single room tenements are between 10' \times 10' and 15' \times 12' in size. The rent charged varies from Rs. 3/- to Rs. 5/- per month for small rooms and Rs. 5/- to Rs. 6/- for large rooms.

Out of 53 cotton mills in Ahmedabad only 16 provide housing for their workers; even in these cases only a portion of the workers are provided with living accommodation. The majority of the tenements provided consist of one room and a verandah although a few have two rooms and a verandah. One mill does not charge any rent for the housing provided. In other cases rent varies from Rs. 2/- to Rs. 8/- per month.

From 12 to 20 per cent. of the cotton mill workers in Sholapur are housed in quarters provided by the Mills. The quarters consist of single or double room tenements each room having a floor space of between 100 and 180 sq. ft. Generally more than one worker lives in a room. The rent charged varies from Rs. 1/8/- per month for single room tenements to Rs. 4/- for two room tenements.

The Jiyajee Rao Cotton Mills, Gwalior, have provided a workers' colony consisting of 1,787 quarters where about 5,000 workers are housed. All the quarters are spacious with ample open space. Flush latrines have been provided in the colony. Numerous gardens growing fruits and vegetables have been laid out within the colony. The colony has its own water and electric supply.

In the Birla Cotton Mills, Delhi, about 42 per cent. of the workers have been provided with housing accommodation. The rent charged varies from Rs. 1/8/- to Rs. 7/- per month according to the accommodation provided. About 40 per cent. of the workers in the Delhi Cloth Mills live in *Chawls* provided by the employers. These *Chawls* are of two types, one for bachelors and the other for married people. Only nominal rent is charged.

In West Bengal the mills provide housing accommodation for 10 to 20 per cent. of their workers. The quarters consist of one room tenements built in barracks. While many mills do not charge rent, others charge Rs. 1/8/- to Rs. 2/- per month.

In Kanpur a few mills have provided housing for their workers. The proportion of workers housed varies from 2 to 8 per cent. of the total number employed. The Elgin Mills have provided two workers' colonies consisting of 156 houses in all. The rents charged vary from Rs. 2/8/- to Rs. 6/8/- per month. The J. K. group of mills have also provided a large colony for the workers. The Kanpur Cotton Mills have provided a colony for the workers at Kakomi consisting of 319 quarters of which 165 are single room tenements built back to back and the rest two-room quarters. The rent charged varies from Rs. 1/8/- to Rs. 2/- per month.

The Empress Mills at Nagpur have provided a colony for the workers at Indora. Model houses of two types have been built by the Company. Each house has a tap and a flush latrine. It has also an open space for gardening. To avoid congestion, sufficient open space is left between houses. The colony has been provided with roads which are kept in constant repair by the Company. So far, 246 houses have been built in the colony providing accommodation for 472 workers. Of the 246 houses, 46 were built by the Company and the rest by workmen themselves on plots leased to them by the Mills at a nominal rent of 12 annas per month. In addition to the concessional ground rent the mills also advance to the workers money for construction of the houses, on easy terms. The workers can also purchase the houses built by the Company by paying the cost thereof in instalments spread over a period of five to seven years. So far, about 30 of the houses built by the Company have been purchased by the workers. Five bamboo barracks with 59 rooms have been recently constructed in the colony and rented out to the workers at a monthly rent of Rs. 2/8/- per block. Twelve more pucca houses have been recently completed and six blocks intended for the clerical staff are under construction.

Besides the colony, the Mills have provided several *Chawls*, consisting in all of 132 tenements, for the workers.

The Buckingham and Carnatic Mills, Madras have provided a housing colony consisting of 490 houses. Only 480 houses are actually occupied by the workers, the remaining being used for purposes connected with village welfare. The houses are grouped by villages, each village having about 120 to 160 houses. Each house has a living room, a verandah, a kitchen, a washing place and a lavatory. Some houses have two living rooms. The rent charged is only nominal being Rs. 1/8/- to Rs. 3/- per month depending on the type of the house. Electric lights are provided in the villages although no electric lights are provided for the houses. Tap water has also been provided.

The Madura Mills Company has a workers' colony at Harveypatti where about 1,600 workers have been provided with houses. The accommodation for each quarter consists of a living room, a bed room, a verandah, a kitchen and a store room with courtyards in front and at the back. The houses have been built by a Housing Co-operative Society, the Board of Directors of which includes representatives of the local district board, the management and the workers. Rent is charged on the hire-purchase system and each house becomes the property of the workers after a period of 12 years.

The Bangalore Woollen, Cotton and Silk Mills have provided housing for 625 workers. The houses are of four types. The 'ordinary' type of houses provide one bed room, one verandah, one hall and kitchen and a flush type latrine. The 'garden' type of houses have a floor space of 287 sq. ft. and can conveniently accommodate a family of 6 to 8 members. The 'large' type houses as well as the 'corner' type provide 3 rooms, kitchen and bath and have a floor space of 358 sq. ft. The rents charged are Rs. 5/8/-, Rs. 7/-, Rs. 8/8/- and Rs. 8/- p.m. respectively for the four types.

WELFARE

The standards of welfare amenities provided differ from centre to centre. While some units have been content with providing the measures required by law some have undertaken welfare activities on an extensive scale and much beyond the requirements of law. Details are given in the following paragraphs:

In Bombay city all cotton mills have provided dispensaries, creches and grainshops. Canteens have been established in 57 mills. In 48 mills the canteens are run departmentally and in the remaining they are run by contractors. Ten mills conduct literacy classes ; in 8 the classes are for adult workers and in 2 they are for children. Thirteen mills have provided sports clubs or gymnasia for workers' recreation. Co-operative credit societies have been established in 53 mills and the total membership of these societies on 1st September 1949 was 76,077.

In Ahmedabad 50 out of 52 mills for which information is available have provided dispensaries and creches. All mills have provided grainshops ; and 48 mills run industrial canteens. Educational facilities have been provided only by three mills and recreational facilities only by 12. Co-operative Societies exist in 25 mills.

In Sholapur most of the cotton mills maintain dispensaries for the treatment of the workers. Creches and canteens are also provided. As a rule no facilities are provided for the education of the workers or their children. Gymnasia and play-grounds are maintained in several mills and in a few, reading rooms and libraries are provided. Co-operative Societies have been established in most of the mills.

Nearly all the cotton mills in Baroda provide medical facilities, canteens, creches and co-operative societies. Facilities for workers' recreation and the education of their children are provided only in some mills. Some mills also maintain grainshops.

All the cotton mills in Madhya-Bharat maintain fully equipped dispensaries under the charge of qualified doctors. Some of these dispensaries provide also beds for in-patients and one mill maintains in addition to the dispensary a maternity home. Some of the mills maintain creches and milk is supplied to the babies free of cost. Three mills provide educational facilities for workers and their children. Play-grounds for out-door games and industrial canteens are also regular features of welfare amenities provided. There is a co-operative society in each mill. Particular mention may be made of the welfare facilities provided in the Jiyajee Rao Cotton Mills, Gwalior. They maintain a well-equipped hospital with 24 beds and a dispensary for out-door patients. The hospital has an operation theatre and separate maternity, isolation and T.B. wards. The equipment of the hospital includes an Iron Lung. The staff consists of 3 doctors, 8 compounders, 3 nurses and 6 ward boys. All medical service is free and in-patients are also supplied free of charge with food and clothing while in-hospital. The mills undertake anti-malaria operations. A creche under the charge of a trained nurse and an ayah is maintained and the children attending the creche are given milk and other nourishments free of cost. The mills run four Primary Schools and a High School in addition to adult classes for workers and a Balak Mandir for children between 2 and 5 years of age. The mill canteen is equipped with electrical machinery for steam cooking. The canteen hall is equipped with ceiling fans and furniture and can seat 500 workers at a time for meals. Facilities provided for workers' entertainment include a club for workers, a ladies' club, a swimming pool, reading room and library and children's play-grounds equipped with swings, slides etc. A cinema house has also been constructed.

The Delhi Cloth and General Mills, Delhi, have an Employees' Benefit

Fund Trust which is administered by a Board of Trustees consisting of 9 members, 5 elected directly by the workers and 4, including the chairman, nominated by the Management. The Trust receives a fixed percentage of the amount of dividend disbursed to shareholders every year as also the unclaimed wages and fines realised from the workers. The voluntary health insurance scheme of the company, its gratuity and old age pension schemes, the Provident Fund and Daughters' Marriage Allowance schemes are administered by the Trust. Besides, the Trust gives special and emergency aid to the workers in cases of long illness, specialists' treatment, and for funeral of destitute workers, etc.

The Birla Cotton Mills, Delhi, maintain a dispensary where both allopathic and ayurvedic treatment is provided by qualified doctors and physicians. A creche has been provided and children up to the age of 4 years are given free milk. Separate primary schools for boys and girls and a Higher Secondary School are maintained for the free education of the workers' children. A grainshop and two canteens have been provided. Facilities for volley-ball, kabaddi and other games are provided and three wrestling arenas are maintained. Other recreation facilities provided include a reading room and library, radio and a weekly news bulletin called the *Birla Mills Patrika*.

The Empress group of mills in Nagpur have been for several years now devoting attention to the welfare of their employees. They maintain four fully-equipped dispensaries under the charge of qualified full-time medical officers. Separate dispensaries are provided for men and women employees. Three creches have been provided for taking care of the babies of women employees. Besides maintaining a primary school, Kindergarten and nursery classes are also run. A scheme of free cinema shows in the mill premises has also been introduced.

The Bangalore Woollen, Cotton and Silk Mills maintain a fully equipped dispensary and a hospital for the benefit of the workers. A Child Welfare and Maternity Centre having 4 beds is also provided in the workers' colony. The children of the workers are given free education at the Middle School run in the colony. Books and slates are also provided free of cost to the students. Three free scholarships for higher studies are given every year to the best students. A nursery school for children between the ages of 3 and 6 years is also conducted. Recreation facilities provided include outdoor and indoor games, literary and debating society, a Dramatic Society, free cinema shows and a park with radio installed. The Work People's Stores financed by the Company and managed jointly by representatives of the management and the workers, supplies foodstuffs and other necessities to the employees on a non-profit basis. A Co-operative Society has also been recently started.

The Buckingham and Carnatic Mills, Madras, have a mill dispensary, with six doctors, working all the 24 hours. Workers unable to attend the dispensary are visited at their homes by the mill doctors. There is a clinic under a Registered Lady Medical Practitioner in the Mill premises which is open from 7-30 a.m. to 11 a.m. Each mill village has, besides, a village clinic. The nurse-in-charge of each clinic goes round every day visiting the workers' houses. The Lady Doctor also holds a clinic once a week in each mill village principally for ante-natal and post-natal cases. Two Health Visitors employed by the Mills also hold clinics twice a week in each village for infants and for ante-natal and post-natal cases. Special classes are run once a week for women

attending the maternity clinics. Talks on sanitation, child up-bringing, food value, prevention of diseases, etc., are given by the Health Visitors and others. A women's sewing class is also held once a week in the Mill villages. Full time girls' classes for the benefit of girls above elementary school age are run in each mill village. Domestic science, hygiene, general knowledge, handicrafts, etc., are some of the subjects taught. Nursery classes are also held in each Mill village on all week days. There are two teachers and an *ayah* for each village and all kinds of equipment, toys, etc., are supplied free of charge. The children are given light food and shark liver oil in the morning and evening for which the parents are required to pay 8 annas per month. There are two canteens run by contractors. Facilities for indoor and outdoor games are provided and the Mill teams take part in league matches. The Mill Co-operative Society has a membership of 6,367 with a paid-up share capital of Rs. 2,28,256.

The Madura Mills Co., Madura, have made excellent arrangements for medical aid for their workers. There is a well-equipped dispensary under a full-time qualified doctor. A separate dispensary is provided in the workers' colony. Arrangements have also been made for hospital treatment of the workers at a local hospital and the mills have equipped the hospital with a modern X-ray plant at their own cost. Besides a creche with special accommodation for children of different ages maintained at the Mill premises which supplies milk, food, fruits, etc., free of cost, a creche is also attached to the school in the workers' colony. The Madura Mill Workers' Co-operative Stores has a membership of over 11,000 and the Board of Management of the Stores consists of a representative of the Mill, a representative of the Union and three elected representatives of the workers. To promote thrift among the workers a Workers' Savings Fund has also been introduced. Another special feature of the welfare work done by the Madura Mills is that it pays a monthly subsidy of Rs. 5,000 to the Madura Labour Union Welfare Association. The Association is running a school for the education of the workers' children and is maintaining two adult Centres for promoting literacy among the men and women workers. Besides the school maintained by the Association, the Mills also maintain a school at the workers' colony.

The Sree Meenakshi Mills Madura maintain a fully equipped dispensary under a qualified doctor and a maternity home for the benefit of women workers. A creche under the charge of a qualified nurse assisted by two *ayahs* is maintained. Milk is supplied free of charge to the children attending the creche. An elementary school is run for the benefit of the workers' children; it has 353 students on the rolls. The mills maintain two canteens and a co-operative store.

Every cotton textile mill in Coimbatore has provided a dispensary under the charge of a qualified doctor. Some of the mills run hospitals with special maternity and children's wards. All mills have also provided creches although the standards vary considerably. Only some mills run canteens and provide facilities for recreation.

All the cotton mills in Kanpur maintain well equipped and adequately staffed dispensaries where free medical aid is given to workmen and members of their families. Employment of women is not common and only one mill is reported to be maintaining a creche with proper facilities, children attending the creche are given a bath and free milk. Free schools for boys and girls are provided by the mills under the management of Messrs. Begg Sutherland & Co. and the

British India Corporation Ltd. Arrangements have also been made by these to impart free education to adult workers. Two mills maintain canteens and in the rest refreshment stalls are run by contractors supplying tea and refreshment at cheap rates. Most of the mills have co-operative societies. Recreational facilities both indoor and outdoor are provided by most of the mills.

In West Bengal Welfare activities in conformity with the provisions of Indian Factories Act and other enactments have been provided by the various mills.

PROVISION FOR THE FUTURE OF THE WORKERS

From the information available, it would appear that in quite a few of the cotton textile mills in India some provision for the future of the workers exists either in the form of Provident funds or pensions or gratuities. Where provident fund schemes are not in operation, workers are paid gratuity or pension at the time of their retirement from service. Such payments, however, are made at the discretion of the management. Generally only permanent and regular workers are eligible for membership of the Provident Funds. Excepting in two units where the rate of contribution to the fund is $7\frac{1}{2}\%$, the rate in the others is $6\frac{1}{4}\%$ of basic wages. The managements also contribute an equal amount at the end of every year. The amount of contribution is generally deducted from wages at the time of payment. In Bombay city, only six mills have set up Provident Funds for their employees while in a large majority of the mill workers are paid a gratuity on varying scales. Only two out of fifty-two mills under the Ahmedabad Millowners' Association, have instituted Provident Funds for permanent operatives and technical staff, the contribution being $1/16$ th of wages. Workers are allowed to draw advances from the fund under certain circumstances such as illness, marriage, etc. Some mills are reported to be giving substantial help to their workers at the time of their retirement.

Both the larger cotton textile mills in Delhi have Provident Fund schemes in force. In the Birla Cotton Spinning and Weaving Mills, 3,350 workers subscribe to the Provident Fund. Workers are also paid gratuity or pension according to the length of service. The Delhi Cloth and General Mills have a compulsory and contributory Provident Fund for all permanent workers. Workers are also paid gratuity or pension in certain cases.

All the three units in Hyderabad have set up similar funds for all workers on permanent muster rolls. In one unit, service gratuity to the extent of three months' basic wages is paid to a worker who becomes unfit for work after 15 years' service.

In the B. & C. Mills, Madras and the Bangalore Woollen, Cotton and Silk Mills the rate of contribution to the Provident Fund is $7\frac{1}{2}\%$ of the monthly earnings excluding dearness allowance. An equal amount is credited to the fund by the companies. The other units in the Mysore State also maintain provident funds for their workers. The rate of contribution is 1 anna in the rupee of wages. Two units in Bangalore have, in addition, a gratuity scheme under which the employer makes a contribution of $7\frac{1}{2}\%$ of wages earned by each worker. Such gratuity is paid after completion of 10 years' service.

Workers' Savings Funds have been instituted in Sree Meenakshi Mills, Madras and in the Bangalore Woollen, Cotton and Silk Mills. All permanent

workers subscribe to the Fund at the rate of Re. 1 per month and the management also contributes an equal amount. In addition, the Madura Mills company has a system of pensions for workers who retire after 30 or 35 years' service. The rate of pension is equivalent to half-month's wages. Pensioners are also paid dearness allowance at a flat rate of Rs. 10 p. m. Those who do not qualify for a pension are given gratuities at the discretion of the management.

Every member mill of the Bengal Millowners' Association has a scheme of compulsory contributory Provident Fund for all permanent workers, the rate of subscription being $6\frac{1}{4}\%$ of the basic wages.

Some member mills under the Employers' Association of Northern India, Kanpur have a system of paying gratuities, the rates and condition of payment being entirely at the discretion of the management. One unit has a pension scheme.

Provident Fund Schemes have not been instituted in most of the Cotton mills in Bombay, Ahmedabad, Sholapur, Gujarat, Madhya Bharat, Uttar Pradesh and Travancore-Cochin.

INDUSTRIAL RELATIONS

Speaking generally, there was peace in the cotton mill industry in the country during the war years. However, during the immediate post-war years there was a spate of labour unrest in the industry all over the country, mainly attributable to the worsening economic situation in the country and the resulting worsening in the conditions of living of the workers. In 1946, the man-days lost due to strikes and lockouts in the cotton mill industry amounted to 53 lakhs, and in 1947, the figure went up to 71 lakh man-days. In 1948 and 1949 however, there was gradual improvement in the situation, the possible factors responsible for the change being (a) the fixation of minimum wages and dearness allowance etc., for workers in the important centres of the industry such as Bombay, Ahmedabad, Madhya Pradesh, Madras, West Bengal, Indore, etc., during the years 1947-1948, and (b) the efforts made by the various parties to the Industrial Truce Resolution to implement its recommendations relating to the promotion of cordial relations between labour and management, and efforts to increase production etc. Some of the most important disputes during recent years have been the result of disagreement between labour and management in regard to the implementation and interpretation of the recommendations of Adjudicators, Industrial Tribunals, etc., For instance, in 1948 there was general strike in the cotton mill industry in Coimbatore, involving 23,000 workers and resulting in the loss of 19 lakh man-days. The strike was precipitated on account of the implementation of the recommendations of the Standardisation Committee which prescribed a higher work-load for the operatives, as a result of which a number of workers had to be retrenched. Similarly in 1949 as a result of lockouts declared in the mills in Madhya Pradesh, because of the refusal of workers to accept the work-load laid down by the Industrial Tribunal, nearly 9 lakh man-days were lost. During 1950, there was a general strike in the cotton mills in Bombay city as a protest against the award of the Industrial Court relating to profit bonus for the year 1949. The strike involved over 2 lakhs of workers and resulted in the loss of 94,17,134 man-days.

The available data regarding the man-days lost due to industrial disputes in the cotton mill industry are given below :—

Year										No. of man-days lost
1946	.	.	.	.	.	.	.	.	.	53,00,000
1947	.	.	.	.	.	.	.	.	.	71,03,000
1948	.	.	.	.	.	.	.	.	.	22,74,000
1949	.	.	.	.	.	.	.	.	.	25,50,831
1950	.	.	.	.	.	.	.	.	.	1,03,31,030

In this connection mention should be also made of the setting up of Works or Joint Committees, etc., in most of the units in the industry. These committees are bipartite in composition and are advisory in character. Though these committees are reported to be working satisfactorily in most of the mills, it would appear that in a few cases, these have not been successful due to the non-co-operative attitude of the workers in some cases or to the unhelpful attitude of the employers in others.

General.—Some of the important problems with which the cotton mill industry was faced, especially during the post-war years, have been falling production, shortage of raw materials and power supply to mills, difficulty of renewing and reconditioning the machinery due to difficulties of importing new machinery and spare parts etc. In recent years a number of mills had to close down for short or long periods due to accumulation of stocks and shortage of raw materials (e.g. Ahmedabad, Madhya Bharat, etc.). The mills in Bombay had to resort to a system of staggering of working hours in 1949-1950, due to the break down in the power supply system. Many mills in South India had also to work shorter hours or with less than normal complements due to power cuts and cotton shortage.

Attempts are being made to increase production of cloth and yarn, by the various interests concerned. Among the measures adopted may be mentioned the controlled distribution of raw cotton, the introduction of schemes of rationalisation, the establishment of works or joint committees in the units for improving industrial relations etc.

Recently Government of India have also set up a Working Party for cotton textiles to examine (a) measures necessary to achieve increase of production, (b) measures for reducing costs of production, (c) measures for improving the quality of the products, (d) measures to improve the efficiency of labour management, and organisation of the industry as a whole, (e) measures to achieve the rationalisation of the industry, and (f) measures for better marketing of the products of the industry at home and abroad. The party is still examining the matter and its report is awaited.

SPEEDY DISPOSAL OF LABOUR DISPUTES*

BY AN "OBSERVER"

The Industrial Tribunals have not escaped the general criticism of delayed justice on account of slow movement of procedural law. If industrial and labour disputes are to be decided speedily, the procedure of Industrial Tribunals (whether their services are used for voluntary or compulsory arbitration) must be elastic, informal and less circumscribed by elaborate and rigid rules of procedure. The procedure of the Commonwealth Court of Conciliation and Arbitration, Australia and the Industrial Courts for South Australia, Western Australia and New Zealand is too elaborate because the Industrial Tribunals are regarded for all practical purposes as Courts in the strict legal sense.

"... It must be admitted that the more closely the proceedings resemble those of a court of law—as, for instance, in Australia—and the more the authoritative decision of the tribunal takes the place of a friendly compromise of interests, the less important is this direct psychological influence for the purpose of an understanding between the parties." (I.L.O. : *Conciliation and Arbitration in Industrial Disputes*, 1933, p. 84.)

Although the procedure of the Industrial Court constituted under the Bombay Industrial Relations Act, as found in the Industrial Court Regulations, is not so elaborate as of the civil courts, yet the whole machinery of the Industrial Court and the Labour Courts does not move speedily. The procedure of the Tribunals under the Industrial Disputes Act is almost the same as that of the Industrial Court in Bombay. But the disputes are not speedily settled under that Act also. The causes are as follows :—There is too much burden on the Industrial Court and the Tribunals as a result of constant reference of disputes to compulsory arbitration. Hitherto out of the many disputes referred to compulsory arbitration some were really of minor importance which involved only about four employees in a single concern. Section 73A of the Bombay Industrial Relations Act, which enables unions to refer disputes directly to the Industrial Court at any time when disputes are pending before conciliators, is instrumental in increasing the number of cases in that Court. Many a time such disputes are also of minor importance involving proposed retrenchment of a few employees in a department or section of a department. The aim of industrial arbitration is to achieve industrial peace and good industrial relations between employers and employees. If this dual object is to be gained by quick settlement of industrial disputes, arbitration must be looked upon as collective bargaining at the higher end; and if arbitration is to be made successful the entire process of collective bargaining starting with Joint or Works Committees and including conciliation and mediation and leading upto arbitration must be overhauled in such a way that at no stage is there any semblance of litigious tendency on the part of employers and employees. The dispute at every stage must be handled with tact and understanding commonly employed in matrimonial and divorce suits. The procedure must, therefore, be informal and less costly. The following methods are suggested :

* The views expressed in this article are those of the contributor—Editor. *Indian Labour Gazette*.

As regards the procedure of the Tribunals, if the procedure is to be made speedy, one-man Tribunals, wherever they are constituted, should be substituted by three-men Tribunals. Each Tribunal should be appointed for a specified industry or industries in well-defined region or regions. On each Tribunal there should be an independent person with a judicial mind having experience of court work. He should be permanently assisted by two members who may work as Assessors. One of these two may be a financial expert or expert in accounts and the other an expert with technical qualifications or a person who has studied labour problems, labour psychology or labour disputes. This will avoid appointment of *ad hoc* Assessors in lengthy and technical disputes and the time lost in adjourning the matters to enable the assessors to prepare their reports and the time taken in hearing objections of the parties. On the assessors' report will be saved. "A Court consisting of several judges..... appears better able than a single judge to settle disputes in an equitable manner (especially important cases) because such a Court is able to weigh the various possible solutions which may be applied to the cases in question" (I.L.O.: *Labour Courts in Latin America*, 1949, p. 81). The three members can divide among themselves the work in respect of drafting of the award and each member may concentrate on two or three demands in the dispute. This will expedite the process of preparation of the award. As regards the Labour Judiciary, "it would appear desirable that Labour Judges should be appointed as persons possessing *considerable* experience of labour matters in addition to the necessary legal qualifications." (*Ibid*, p. 82).

The Tribunals should not follow the procedure followed in the civil courts or the criminal courts with meticulous care. On the other hand the Tribunals may be given instructions that while sitting as Judges for settlement of industrial disputes they should forget the notions of civil or criminal justice or the principles and procedure followed in those courts. Section 67 of the Industrial Conciliation and Arbitration Act of 1932 (Queensland) provides that "The Court in the exercise of any jurisdiction, duty, power or function conferred or imposed upon it, shall be governed in its procedure and in its awards and decisions by equity, good conscience, and the substantial merits of the case, without regard to technicalities or legal forms or the practice of other courts." At no stage the Code of Civil Procedure should be followed in matters of procedure. Industrial equity is not the same equity as understood by other courts. There is a special body of principles known as "Industrial jurisprudence" and "industrial equity". The technicalities in matters of procedure should be completely discouraged.

There should be preliminary hearing of every dispute before the Tribunal. At such hearing clear directions should be given to the parties as to what statistical statements and evidence would be necessary and definite time should be fixed within which such statements should be got ready to avoid future adjournments. The preliminary objections should not be allowed to be raised before the Industrial Tribunals and they should not waste their time in dealing with them. Such objections on points of law or jurisdiction may be thrashed out, if the parties so desire, in the High Court or the Supreme Court. It is not necessary to follow the Indian Evidence Act. Any evidence and any statement should be allowed to be put in at any stage at the discretion of the presiding Tribunal. The examination of witnesses should be confined only to

the point in dispute where such examination is absolutely necessary, and even there the witnesses may be allowed to make oral statements and the inquiry procedure should be followed both by the presiding officer as well as the counsel appearing for the parties. Although the method of examination-in-chief, cross-examination and re-examination may be based on sound principle of natural justice, this is not always desirable in industrial disputes because many a good cause of an illiterate employee is defeated by subjecting him to the caustic cross examination of an experienced lawyer. The motive of the Industrial Tribunals is not to fix the guilt so much as to arrive at a compromise and bring about a settlement on the cause of action arising out of the lapses made by the employer or the employee. The Tribunals may be given special instructions to see that at every stage of the proceeding, efforts are made to settle a demand or part of a demand and the long eloquent arguments of lawyers are not very much encouraged. "In Brazil the importance of conciliation is emphasized by further provisions that the higher courts also shall attempt conciliation in certain cases and the Labour Court of first instance besides making the conciliation attempt after the defence has been stated, shall if such attempt fails, make a further effort at the close of the hearing before judgment is given" (*Ibid* p. 62). Even the whole procedure may be made informal by changing the appearance of the court room and removing the platform, witness box, etc. The Members of the Tribunal could sit round a table and the parties can also sit at the other end of the table so that discussion could be carried in a most informal manner. It is said that Judges of the Privy Council in the United Kingdom hear their cases in this fashion.

The object of making the procedure informal will be defeated if the disputes referred to the compulsory arbitration are very lengthy. It is not desirable that each and every dispute should be referred to compulsory arbitration. The conciliators should persuade the parties to drop some unimportant demands at the initial stage. Not more than 5 most important demands should be referred at a time to compulsory arbitration. The demands about which there is definite provision in any law should not be referred to adjudication, e.g. those relating to hours of work in factories and overtime, which are covered by the Factories Act or compensation during the waiting period in case of an injury or accident covered by the Workmen's Compensation Act should not be referred to adjudication. The most common demands which have been made during the past years, like the provident fund, gratuity, pension, etc. for which it is possible to enact uniform legislation, such legislation should be undertaken. The disputes which form the subject matter of standing orders or disputes regarding the framing of standing orders, for which an Act (*viz.* the Industrial Employment (Standing Orders) Act) already exists, should not be referred to adjudication. The awards should have the force of *Res Judicata*. The awards should be allowed to remain in force for longer time and fresh disputes over the same questions already adjudicated should not be entertained. Individual cases may, as far as possible, be referred to the Labour Courts. Technical questions about wages or standardization should be referred to the special Wage Boards.

With the appointment of the Labour Appellate Tribunal, one more step has been added to the process of arbitration. The procedure in appeals, however, should also be very simple. The appeals should be admitted only when

important questions are involved. There should be no provision either for revision applications or appeals over interlocutory orders.

The Tribunals may be instructed to prepare their awards as briefly and as concisely as possible so that the typing and making of the copies will not take a long time. Whenever delay is anticipated in making copies of the award available, the operative part of the award should be prepared in advance and may be released. In this case the procedure of the Industrial Court, Great Britain, may be followed. If the procedure of the Tribunals is to be speeded up changes will have to be made in the sections of the Act constituting Tribunals. It is desirable both from the point of view of the industry, employers and employees, general public and trade unions that collective bargaining should be encouraged at all stages of the dispute and even in the last stage of the compulsory arbitration.

REPORTS AND ENQUIRIES

THE HOURS OF EMPLOYMENT REGULATIONS ON INDIAN GOVERNMENT RAILWAYS FOR THE YEAR 1948-49

According to the Annual Report of the Chief Labour Commissioner (Central), who is responsible for the administration of the Hours of Employment Regulations on Indian Government Railways, the old practice of rectifying minor irregularities on the spot, in consultation with the supervisory staff of the Railways, was continued by the Labour Inspectors during the year 1948-49. The total number of staff entitled for protection under the Regulations on all Indian Government Railways (excluding the O. T. Railway for which figures were not available) was 581,293 on 31st March, 1949, as against 658,996 on 31st March 1948.

The following statement gives the number of establishments inspected on the various railways during 1947-48 and 1948-49.

	G. I. P.	B.B. C.I.	M. & S.M.	S.I.	E.I.	Assam	B.N.	E.P.	O.T.	Total
No. of establishments inspected in 1947-48.	369	1,119	356	540	352	160	359	293	268	3,816
No. of establishments inspected in 1948-49.	811	790	435	589	504	257	333	341	616	4,676

The total number of establishments inspected during the year 1948-49 recorded an increase of 858 over the previous year's figure. The number of inspections on the B. B. & C. I. Railway and B. N. Railway, however, decreased considerably due to the non-availability of inspecting staff.

In all 5,833 irregularities were detected on the nine Indian Government Railways. The irregularities related to non-existence of rosters, non-display of notices, failure to bring the rosters up-to-date, etc. During the year, 4,052 irregularities were set right though a good deal of time was taken by the Railway Administrations in rectifying the irregularities reported to them.

During the year under report as many as 1,278 cases of wrong classification challenged by the Labour Inspectors were taken up by the Regional Labour Commissioners with the Railway Administrations concerned for correcting the classification. Controversial cases were referred to the Government for final decision. In the Southern Zone alone there were 1,143 cases of wrong classification.

It is reported that in a large number of cases either no record of overtime was maintained or the overtime slips were not available. In the Eastern Zone though it was notified that the Station Masters must maintain proper record of the overtime worked, the practice had not been followed in some cases.

Though originally the 'running staff' were excluded from the application of the Regulations, it was decided by the Adjudicator (Railway Disputes) that the Regulations should provide protection to this staff which should be classified as 'Continuous'. It was also recommended that the running staff should not be employed for more than 10 hours at a stretch, with a weekly limit of 54 hours on the average in a month, and should be entitled to 4 periods of rest of not less than 30 consecutive hours each or 5 periods of rest of not less than 22 consecutive hours each in a month.

Implementation of Adjudicator's Award.—In June 1948, the Government announced their acceptance of the recommendations of the Adjudicator (Railway Disputes) in respect of hours of work, periodic rest and leave reserve. All the Railways were asked to calculate the total number of additional staff required for leave reserve. In order to carry out a thorough review of the working conditions of the staff for the correct classification, their duty hours and rest periods, a classification machinery was set up. Among its other duties, the classification machinery was also to prepare revised rosters and to locate suitable headquarters for essential staff. Besides, to facilitate the work of reclassification, Group Committees of the Railways were set up. By the end of 1948-49 investigations into about 80 per cent. of the staff on G. I. P. and about 50 per cent. on other three railways had been completed and the proposed classification transmitted to the Administrations concerned for final approval.

INDIAN DOCK LABOUR

REPORT ON THE WORKING OF THE INDIAN DOCK LABOURERS ACT, 1934 AND THE INDIAN DOCK LABOURERS REGULATIONS, 1948, FOR THE YEAR 1949†

According to the annual report of the Chief Adviser, Factories, who is responsible for the administration of the Indian Dock Labourers Act, 1934 and the Indian Dock Labourers Regulations, 1948, there was considerable improvement in the compliance with the Act and Regulations during the year 1949, mainly due to the greater vigilance of the Inspectors, though the lack of proper facilities to test the lifting gear at the Ports still existed. During the year, the position with regard to the provisions for first aid and life-saving equipment and fencing of work-places and approaches was also satisfactory, in all the ports.

Though there was general lack of proper facilities to test the gear, additional testing facilities were provided in many ports and registers and certificates properly maintained in the prescribed forms.

† For a summary of the report for the year 1948, please see pp. 550-51 of the February 1950 issue of the *Indian Labour Gazette*.

The total number of persons employed in all the ports and covered by the Act and the Regulations during 1949 was 40,395.

During the year under report 1,551 accidents were reported ; of these 19 proved fatal. " Struck by falling bodies " and " handling goods " each accounted for thirty per cent. of the total number of accidents. A large number of " non-reportable " accidents were brought to the notice of the Inspectors ; many of these accidents were serious and a number of them fatal. These had to be left out because at the time of the accidents the persons involved were not engaged in the ' processes ' covered by the Act. Out of a total of 80 dangerous occurrences which were reported 77 related to collapse or failure of accessory gear. A large number of cases of chain breakages in Bombay port was mainly due to the poor quality of chains purchased during the war period.

To ensure the proper working of the Act and Regulations, 1,658 inspections including night visits, were carried out by the Inspectors in the various ports during the year. Three prosecutions, two in Madras and one in Bombay, were launched against the shipping and stevedore firms for breach of Regulations and fines ranging from Rs. 10 to Rs. 200 were imposed.

LABOUR LAWS AND DECISIONS

LAWS

THE EMPLOYMENT OF CHILDREN (AMENDMENT) BILL, 1951

On April 19, 1951 the Government of India introduced a Bill in Parliament to amend the Employment of Children Act, 1938. The text of the Bill has been published in the *Gazette of India* dated April 28, 1951. The following is the "Statement of Objects and Reasons" appended to the Bill.

"The International Labour Conference at its 31st Session held in 1948 adopted a Convention (No. 90) concerning night work of young persons employed in industry. This Convention, in its application to India, prohibits the employment of young persons during the night in factories, mines, railways and ports. The basic provision in the Convention is that young persons between 15 and 17 years of age should not be employed for a period of at least 12 consecutive hours including an interval of at least seven consecutive hours between 10 P. M. and 7 A. M.

India has ratified the Convention which will come into force in June, 1951. Necessary action to enforce the provisions of the Convention in mines and factories by amending the relevant laws is being taken separately. The only national law regulating the employment of children in railways and ports is the Employment of Children Act, 1938, and the present Bill amends that Act so as to give effect to the provisions of the Convention in respect of railways and ports. This opportunity is also taken to amend the Act with a view to completely prohibit the employment of children below 15 years of age in any occupation in port areas".

THE MINIMUM WAGES (AMENDMENT) BILL, 1951

On March 19, 1951 the Government of India introduced in Parliament a Bill further to amend the Minimum Wages Act, 1948. The text of the Bill has been published in the *Gazette of India* dated March 24, 1951. The following is the "Statement of Objects and Reasons" published along with the Bill.

"Under clause (a) of sub-section (1) of section 3 of the Minimum Wages Act, 1948, as amended by the Minimum Wages (Amendment) Act, 1950, the appropriate Governments are required to fix minimum rates of wages in respect of the employments specified in the Schedule to the Act before the 15th March, 1951. But not all State Governments have been able to do so up till now.

With respect to the employments specified in Part I of the Schedule some State Governments require an extension of time for fixation of minimum rates of wages, and it is, therefore, proposed to extend the time limit up to the 31st March 1952.

With respect to employment in agriculture specified in Part II of the Schedule, most State Governments have expressed their inability to fix minimum rate of wages within the time prescribed as considerable difficulties are involved in the process, particularly when it has to be undertaken on a country-wide scale and so as to cover all classes of employment in agriculture. After careful consideration the Central Government have come to the conclusion that State Governments should, in regard to fixation of minimum rates of wages in agriculture, be allowed some discretion in the matter of its enforcement, particularly with reference to the date of enforcement and the areas in which and the employees with respect to whom the powers may be exercised. Sub-clauses (1) (a) (ii) and (2) of clause 2 make due provision in this behalf.

With respect to employments added to Part I or Part II of the Schedule as the case may be, by notification under section 27 of the Act, the Act now provides that the date of enforcement shall be two or three years from the date of the notification. In such cases also it would be much better to empower the appropriate Government to notify the date of enforcement for fixation of minimum rates of wages. ”*

THE COAL MINES PROVIDENT FUND AND BONUS SCHEMES (AMENDMENT) BILL, 1951

The Government of India recently introduced in Parliament a Bill to amend the Coal Mines Provident Fund and Bonus Schemes Act, 1948. The text of the Bill has been published in the *Gazette of India* dated April 14, 1951. The following is the ‘Statement of Objects and Reasons’ published with the Bill.

“The Coal Mines Provident Fund Scheme framed under the Coal Mines Provident Fund and Bonus Schemes Act, 1948 provides for contributions both by the employers as well as the employees in equal proportion. Although contributions have all along been made on this basis, paragraph 2 of the first Schedule to the Act refers only to contributions by the employers on behalf of the employees which they subsequently recover from the employees’ wages, and not the contributions which the employers themselves are required to make for the benefit of the employees. The Act also does not provide for the manner in which employers’ contributions are to be recovered from those who fail or refuse to pay. The present Bill seeks to remedy these defects ”.

THE ORISSA SHOPS AND ESTABLISHMENTS BILL, 1951

“A Bill to provide for the regulation of conditions of work in shops, commercial establishments, restaurants, theatres, and other establishments and for certain other purposes’ has been published by the Government of Orissa in the *Orissa Gazette* dated April 6, 1951. The following is the “Statement of Objects and Reasons ” appended to the Bill.

“There is no enactment in this State regulating the conditions of work of employees in shops, commercial undertakings, restaurants, etc. The Weekly Holidays Act, 1942 (Central Act XVIII of 1942), which has been brought into

* The Bill was passed by Parliament on 17th April 1951 and received the assent of the President on 23rd April 1951.

force in this State from July 1947 is limited in scope in that it provides only for the grant of holidays and does not contain provisions for various other matters effecting them, such as hours of work, payment of wages. It is considered that there should be a comprehensive measure in this State to regulate these matters on the lines of similar enactments in force in other Provinces. The Bill is intended to give effect to these objects. ”

THE WEST BENGAL MATERNITY BENEFIT (TEA ESTATES) RULES, 1951

The Government of West Bengal have framed certain rules in exercise of the powers conferred by section 16 of the West Bengal Maternity Benefit (Tea Estates) Act, 1948. The text of the rules has been published in the *Calcutta Gazette* dated March 29, 1951.

THE WELFARE OFFICERS (RECRUITMENT AND CONDITIONS OF SERVICE) RULES

DRAFT RULES PUBLISHED BY MADHYA PRADESH, ASSAM, BOMBAY, PUNJAB,
BILASPUR AND AJMER

The Governments of Madhya Pradesh, Assam, Bombay and the Punjab have framed certain draft rules for regulating the appointment of Welfare Officers in factories in their States. These rules, which have been framed under the Factories Act, 1948, prescribe the qualifications, conditions of service, duties, etc., of Welfare Officers. The text of the rules has been published in the Official Gazettes* of the respective States for eliciting public opinion.

The Chief Commissioners of Bilaspur and Ajmer have also framed similar draft rules and have published them in the *Gazette of India* dated April 21, 1951 for comments.

THE EMPLOYEES' INSURANCE COURT RULES PUNJAB AND AJMER

In exercise of the powers conferred by clauses (a) to (c) of sub-section (1) of section 96 of the Employees' State Insurance Act, 1948, the Government of the Punjab have framed certain rules. The text of these rules has been published in the *Punjab Government Gazette* dated April 20, 1951.

In exercise of similar powers the Chief Commissioner of Ajmer has prepared a draft of the Ajmer State Employees' Insurance Court Rules. The text of the rules has been published in the *Gazette of India* dated April 21, 1951. The Chief Commissioner has notified that the draft will be taken into consideration on or after May 30, 1951 along with any objections and suggestions that may be received before that date.

* The *Madhya Pradesh Gazette* dated April 6, 1951; the *Assam Gazette* dated April 11, 1951; the *Bombay Government Gazette* dated April 19, 1951; and the *Punjab Government Gazette* dated April 27, 1951.

THE PAYMENT OF WAGES ACT, 1936

EXTENDED TO ALL MINES OTHER THAN COAL MINES

By a notification*, issued in exercise of the powers conferred by sub-section (5) of section 1 read with section 24 of the Payment of Wages Act, 1936, the Government of India have notified that with effect from June 15, 1951 the provisions of the Payment of Wages Act, 1936, except sub-section (4) of section 8 thereof, shall apply to the payment of wages to all classes of persons employed in mines, other than coal mines, to which the Indian Mines Act, 1923 applies. The Act was applied to coal mines in January 1948.

THE COAL MINES LABOUR HOUSING AND GENERAL WELFARE FUND

The Government of India have issued a notification† in exercise of the powers conferred by section 4 (1) of the Coal Mines Labour Welfare Fund Act, 1947, notifying that with effect from April 1, 1951 the proceeds of the duty levied under the above mentioned Act shall be apportioned between the Housing Account and General Welfare Account in the following proportion :

Housing Account	..	One anna and four pies.
General Welfare Account	..	Four annas and eight pies.

COMMISSIONERS FOR WORKMEN'S COMPENSATION IN PEPSU

The Government of PEPSU have issued a notification‡ in exercise of the powers conferred by section 20 (1) of the Workmen's Compensation Act, 1923-declaring every Subordinate Judge (first class) stationed at District head quarters to be Commissioner for Workmen's Compensation for purposes of the Act within his jurisdictional limits.

* No. S.R.O. 459, dated March 20, 1951. Published in the *Gazette of India* dated March 31, 1951.

† No. S.R.O. 536, dated April 11, 1951. Published in the *Gazette of India* dated April, 14, 1951.

‡ No. 10/37-Lbr-06, dated April, 2, 1951. Published in the *Patiala and East Punjab States Union Government Gazette*, dated April, 15, 1951.

DECISIONS

POINTS FROM ADJUDICATIONS' AWARDS

The following are the summaries of the awards of Adjudicators in various States of India on some important points referred to them :—

BHOPAL

THE NEW BHOPAL TEXTILES LTD. BHOPAL*

The dispute related to a demand for bonus for the year 1949-50. The management had agreed to give one month's wages as bonus subject to certain conditions but the workers demanded bonus equal to six months' wages. The workers based their demand on the ground that they had fully co-operated with the management throughout the year and that the cost of living had gone up considerably.

The management while disputing workers' claim denied the assertion that they had fully co-operated with the management during the year and pointed out that there were illegal strikes in the Mills during the months of April and September 1949 which resulted in a loss of four working days. They also contended that the cost of living figures for Bhopal had remained more or less stationary during the year.

After an examination of the balance sheet of the mills for the year 1949-50 and the profit and loss statement, the Tribunal observed that *the mills were in a position to pay more by way of bonus than one month's wages. Accordingly the Tribunal awarded bonus equal to 1/6th of the annual earnings of the workmen (exclusive of dearness allowance and any bonus paid). The bonus was to be paid in full to all workers who had worked for not less than 75 days during the year. Workers who had worked for less than 75 days and more than 32 working days were to be granted bonus to the extent of 50 per cent. while those who had worked for less than 32 days were not to receive any bonus. Bonus was to be paid in two instalments by 20th January 1951.*

HYDERABAD

AWARD OF THE INDUSTRIAL TRIBUNAL, HYDERABAD IN THE DISPUTE
BETWEEN THE MANAGEMENT AND THE WORKMEN OF THE AZAMJAH
MILLS LTD., WARANGAL, (HYDERABAD)†

The dispute between the Azamjahi Mills Ltd., Warangal and its workmen arose out of the workers' demand for an increase in dear food allowance and grant of an additional bonus for the year 1948-49.

* Published under Notification No. DD-CI/2 B2/- (18)-25 dated 21st November 1950 in the Bhopal Government Gazette dated 2nd December 1950.

† Published under Labour Department Notification No. 109, dated 25th October 1950, in Hyderabad Government Gazette, dated 9th November, 1950.

The workers claimed that in view of an all-round increase in prices of essential commodities, the existing dear food allowance of Rs. 30 per month should be increased by 40 per cent. i.e., to Rs. 42 p.m. The management refused to accept the claim on the ground that, since April 1950, there had been a definite decrease in the cost of living index number and that any increase in the dear food allowance would adversely affect the Company's post-war expansion schemes. They further stated that in addition to a reasonable wage and dear food allowance the company had been providing the workers facilities like tea and snacks, at the mill canteen and cloth at rates cheaper than the cost of production. The workers on the other hand pointed out that the Hyderabad State cost of living statistics were not up to date and did not reflect the exact position.

The Tribunal observed that the scrutiny of the company's balance sheets for the last four years revealed that it was a very prosperous concern and its prosperity was partially due to the efforts of the workers. *The tribunal held that the company was in a position to pay more to its workmen by way of dear food allowance and awarded a flat increase of Rs. 6 per month in the existing dear food allowance with effect from 1st May 1950.* The Tribunal did not think it advisable to link the dear food allowance to the cost of living index number as the cost of living statistics in Hyderabad State were not very accurate.

Regarding bonus, the company stated that they had already paid (for the year 1948-49) bonus equal to two months' wages and that profits during the year 1948-49 went down considerably as compared to the profits earned during 1947-48. The workers on the other hand stated that the actual profits (including hidden profits) during the year 1948-49 were much higher than those declared by the company and demanded bonus equal to six months' wages.

The Tribunal examined the matter in detail and concluded that *during the year 1948-49, there was a steep fall in profits due to increase in cotton prices, reduction in the price of cloth and increase in the wage bill on account of increased dear food allowance.* It also observed that *in the textile industries, generally the bonus paid was linked to the profits distributed, i.e., the dividend declared.* The Tribunal held that the bonus equal to two months' wages as already paid by the company was quite reasonable, compared to the 15 per cent. dividend paid to shareholders for the year 1948-49 and therefore, rejected the workers' claim for an additional bonus of 4 months' wages.

LABOUR INTELLIGENCE

INDIAN

INDUSTRIAL DISPUTES IN INDIA DURING MARCH, 1951

The number of industrial disputes resulting in work-stoppages and the number of man-days lost on account of such disputes showed considerable increases during the month under review as compared to the previous month. According to provisional statistics now available the number of disputes resulting in work-stoppages increased from 61 in February to 75 in March and the number of man-days lost increased from 2,02,474 in February to 2,76,992 in March. Thirteen of the disputes involving 9,825 workers were old and the rest were new.

Lockouts during the month numbered 11 involving 11,380 workers and accounted for a time-loss of 1,74,764 man-days. Four of them were in West Bengal, three in Bihar and two each in Madras and Bombay.

Bombay reported the largest number of disputes among the States, namely 29 and accounted for a time-loss of 1,95,274 man-days. West Bengal recorded 14 disputes involving a time-loss of 38,661 man-days. There was no dispute in Assam or Orissa.

The strike of 1,565 workers of the Hotel Establishments in Bombay city which started in December 1950 continued throughout the month under review and accounted for a time-loss of over 24,000 man-days. The lockout in Swadeshi Mills, Bombay, which started in February affecting 5,451 workers was also in progress throughout the month and accounted for a time-loss of over 1,36,000 man-days during the month. Protesting against the discharge of certain workers, 982 workers of the Dawn Mills, Bombay went on strike on 20th March. Subsequently the management sent away 127 workers for want of work. The strike was in progress till 28th March when all the workers returned to work unconditionally. The mill suffered a time-loss of 3,638 man-days on account of the strike. Demanding holidays on 24th and 25th for Holi and Easter, workers of the Ordnance Factory, Ambernath, struck work for two days. The number of workers involved was 2,124 on 24th and 2,086 on the 25th.

In West Bengal about 650 workers of an engineering concern called Elmi Ltd., Kidderpore, went on strike on 5th March, 1951, as a protest against the suspension of 5 men. The management subsequently declared a lockout which was in progress at the end of the month. About 500 workers of 25 *bidī* shops in Asansol struck work on 3rd March demanding increase in wages. A lockout was subsequently declared by the employers and it lasted till 16th March. The dispute was settled at the intervention of the Labour Directorate. About 1,000 workers of Hindustan Motors Ltd., Uttarpara, were locked out from 13th February 1951 to 14th March 1951 in view of the alleged go-slow tactics of the workers.

Workers of seven saw mills in South Malabar numbering over 700 went on strike on 12th March demanding higher wages, bonus, provident fund, etc. These strikes were in progress at the end of the month. The time-loss involved

was 12,511 man-days. Following a strike on 8th March in protest against the disciplinary action taken by the management against certain doffing boys, over 2,000 workers of the Combodia Mills, Singanallur (Coimbatore) were locked-out. The lockout was withdrawn on 12th March on the mediation of the Labour Officer, Coimbatore.

Protesting against the declaration of the millowners that no bonus would be paid to the textile workers for the year 1949-50, workers of the Empress Mills No. I, II, III and V, Nagpur struck work on 14th March 1951. The number of workers involved was 4,321 and 4,331 directly and indirectly respectively. Demanding annual holidays for 10 days as in the case of the West Bengal jute mills, 687 workers of the Raigarh Jute Mill went on strike on 9th March. As a result, the other 147 workers employed by the mill also remained unemployed. The strike was, however, called off on the 19th March unconditionally. Demanding payment of wages for Sundays, 614 workers of the Burn & Co. Pottery Works, Jubbulpur were on strike from 12th March to 17th March and the other 130 workers remained consequently idle. The strike was unsuccessful.

There were 6 strikes in Mines, one in Railways and 1 in Ports. Most of these were, however, minor from the point of view of the resultant time-loss.

An industry-wise distribution of the time-loss recorded during the month with corresponding figures for the previous two months is given below. Of the total time-loss recorded, a major portion was suffered by the cotton mill industry. The other industry groups which suffered considerable time-losses during the month were Engineering and Wood, Stone and Glass. No strike was reported in Plantations.

MAN-DAYS LOST DUE TO INDUSTRIAL DISPUTES

Industry	March 1951	February 1951	January 1951
<i>Textiles—</i>			
Cotton	153,586	100,791	145,645
Jute	6,672	—	74,015
Others	1,518	263	5,995
<i>Engineering</i>	29,857	23,461	7,179
<i>Minerals and Metals—</i>			
Iron and steel	3,355	15,795	2,890
Others	—	4,438	3,410
<i>Food Drink and Tobacco</i>	7,384	900	33,606
<i>Chemicals and Dyes</i>	168	—	187
<i>Wood, Stone and Glass</i>	26,908	8,699	198
<i>Paper and Printing</i>	2,680	2,800	40
<i>Skins and Hides</i>	5,130	5,086	167
<i>Gins and Presses</i>	—	—	—
<i>Mines—</i>			
Coal	2,856	10,466	10,356
Others	3,000	840	Not known
<i>Transport—</i>			
Railways	316	1,150	101
Others	—	90	5,140
<i>Docks and Ports</i>	600	Not known	4,106
<i>Plantations</i>	—	650	—
<i>Municipalities</i>	600	60	Not known
<i>Miscellaneous</i>	32,362	26,985	31,887
Total	276,992	202,474	324,922

LABOUR NEWS FROM STATES

AJMER

March, 1951

The workers of a hosiery factory at Beawar who had been on strike since 9th March 1951 resumed work as a result of mediation by the Conciliation Officer of the State.

During the month, 15 complaints regarding irregular payment of wages, discharge of workers, etc., were investigated by the Conciliation Officer.

ASSAM

March, 1951

The Minimum Wage Committee for plantations held its fourth meeting at Shillong on 6th March.

During the month 92 complaints were investigated by the Labour Officers.

BHOPAL

March, 1951

An amicable settlement was brought about in conciliation by the Labour Commissioner on the question of payment of Retaining Allowance as demanded by the Union of Workers of the Sugar Factory. The Management agreed to pay to certain categories of skilled and semi-skilled workers 1/3rd and 1/4th of their wages including dearness allowance as Retaining Allowance during the off-season and its payment with retrospective effect for the last four months of the previous off-season was also agreed to by the Management.

During the month, 28 individual complaints relating to dismissals of workers non-payment of wages, fines, etc., were investigated by the officers of the State Government.

BIHAR

March, 1951

Out of 5 oil mills at Sahibganj, 3 mills started work and the remaining 2 remained closed during the month.

Seven trade unions were registered under the Indian Trade Unions Act, 1926 bringing the total number of trade unions registered up to the end of the month under review to 500.

DELHI

March, 1951

The general employment situation remained more or less unchanged throughout the month.

One new trade union was registered under the Indian Trade Unions Act, 1926.

During the month, 26 complaints (23 individual and 3 collective) were received ; of these, 20 related to non-payment of wages, 4 to alleged wrongful

dismissals and 2 to compensation. Twelve complaints were settled in favour of workers, 2 were compromised, 4 were rejected and the remaining 8 were under investigation.

During the month, 57 factories were inspected. Inspections of 20 boilers and investigations of 10 accident cases were also carried out. In all 256 irregularities under the Factories Act and 13 under the Payment of Wages Act were noticed. Prosecution was lodged in one case. Three new factories were registered under the Factories Act.

During the month under review, 2,226 inspections of shops and establishments were carried out. Out of 420 irregularities noticed, legal action was taken in 392 cases. In all, the court disposed of 249 new and old cases resulting in imposition of fines amounting to Rs. 5,149.

HYDERABAD

February-March, 1951

During the month of February 1951, 125 accidents were reported ; of these, 10 were fatal, 18 were serious and the remaining 97 were minor. Compensation for 2 fatal accidents, 5 permanent and 5 temporary disablement cases were paid during the month amounting to O. S. Rs. 6,273/8/-.

Out of 108 individual complaints received during the month, 59 were settled and the rest were under investigation. Most of the complaints related to dismissals, discharges, misconduct, manhandling, etc.

MADHYA BHARAT

March, 1951

The Industrial Court awarded bonus at the rate of $1\frac{1}{2}$ months' basic wages, excluding dearness allowance, to the workers of the J. C. Mills in the dispute between the workers and the employers of the J. C. Mills and Motilal Agarwal Mills at Gwalior.

During the month, 22 complaints were investigated by the Government Labour Officers. Of these, 11 related to employment, 9 to wages, 1 to working conditions and 1 to a miscellaneous cause. Three of these complaints were successful, 1 was trivial, 7 were rejected and the remaining 11 were pending at the end of the month.

MADHYA PRADESH

March, 1951

The State Government have finalised the minimum rates of wages under the Minimum Wages Act, 1948 for employment in the lac industry and in tanneries and leather goods manufactories.

During the month, 21 establishments were registered and registrations of 456 were renewed under the C. P. and Berar Shops and Establishment Registration Rules, 1949. The employers of 136 establishments were prosecuted for breaches of the provisions of the C. P. and Berar Shops and Establishment Act 1947 and the Rules framed thereunder. The prosecution of six employers resulted in convictions and fines.

Out of 19 complaints investigated by the Labour Officer and Inspectors during the month under report, 4 related to wages, 2 each to compulsory leave, reinstatement, discharge and leave and hours of work, 1 to bonus and the remaining 6 to miscellaneous causes.

MADRAS

March, 1951

The State Government have declared the Sugar Industry in the State of Madras to be a Public Utility Service, for the purposes of the Industrial Disputes Act, 1947, for a further period of six months from 5th March, 1951.

Four industrial disputes were referred to Industrial Tribunals for adjudication and 16 awards of Tribunals were published in the *Fort St. George Gazette*.

The Labour Officers of the State investigated 804 complaints; of these, 185 related to dismissals and discharges, 144 to wages, 73 to bonus, 3 to suspensions, 22 to dearness allowance, 45 to leave, 88 to service conditions, 9 to food supply and 235 to miscellaneous causes.

There were 445 accidents in various factories of which 2 were fatal and 443 non-fatal. Of these accidents, 215 occurred in the transport and transport equipment industry, 100 in textiles, 58 in food (except beverage) and the remaining 72 in other industries.

During the month 423 new factories were registered and 52 factories were removed from the registers. Thus, there were 11,002 factories on the registers at the end of the month.

During the month 16 trade unions were registered and the registrations of 10 unions were cancelled bringing the total number of registered trade unions at the end of the month to 582.

MYSORE

March, 1951

The labour situation in the State was generally peaceful during the month and there were no strikes or threatened strikes. Employment and working conditions remained normal throughout the month.

Four meetings of the Industrial Tribunal constituted by the Government in connection with the dispute between the Kolar Brick Making Co. Ltd., and its Labour Association were held during the month. The enquiry is in progress.

PERSU

March, 1951

The labour situation remained satisfactory throughout the month and no strikes or lockouts were reported.

The Labour Commissioner of the State gave his award on the points in dispute between the management and the workers of Sukhjit Starch and Chemicals Ltd., Phagwara.

Four complaints regarding non-payment of wages were received during the month. Another old complaint was amicably settled through the intervention of the State Labour Department.

PUNJAB

March, 1951

The State Government have fixed minimum wages for different categories of employees in the following scheduled employments, *viz.*, agriculture ; road construction and building operations and stone breaking or stone crushing ; rice mills, flour mills or *dal* mills ; shawl weaving establishments and tanneries and leather manufactory.

During the month 12 trade unions were registered under the Indian Trade Unions Act, 1926.

The work of the Chief Inspector of Factories and the Chief Inspector of Shops was transferred by the State Government from the Department of Industries to the Labour Department.

One factory was registered during the month. Out of the 40 factories inspected, prosecutions were recommended by the field staff in 13 cases and warnings were issued in 7 cases. Fifty-eight accidents, all non-fatal, were reported during the month.

Out of the 9,146 shops and commercial establishments inspected under the Punjab Trade Employees Act, prosecutions were recommended in 198 cases.

RAJASTHAN

March, 1951

The relations between the employers and the employees remained satisfactory during the month.

At the beginning of the month 24 complaints were pending. During the month, 63 more complaints were received ; out of these 29 related to employment and unemployment, 19 to wages, 10 to working conditions, 2 to industrial relations and the remaining 3 complaints related to miscellaneous causes. During the month 42 complaints were decided, 8 were rejected and the remaining 37 were pending at the end of the month.

During the month, 27 factories were inspected and 39 accidents (one serious and 38 minor) were reported. Five serious accidents were also reported in mines.

Two trade unions were registered during the month.

An amount of Rs. 12,800 was distributed as compensation under the Workmen's Compensation Act.

The employment situation remained fairly normal. There was no retrenchment in any factory or mine.

The Lakheri Cement Works Ltd., Lakheri, have given an increase of 2 annas per head per day in the minimum wage of unskilled workers working in the workshop and quarries.

SAURASHTRA

March, 1951

Four trade unions were registered during the month under report. Conciliation proceedings were held in 22 cases, out of which 20 were

successful. Of these, 8 related to wages, 3 to conditions of service, 2 to reinstatement, 1 to bonus 1 to leave and overtime and 7 to miscellaneous causes.

Out of 10 complaints investigated by Labour Officers, 3 related to payment of overtime, 3 to leave with wages, 2 to notice pay, 1 to hours of work and 1 to miscellaneous cause.

TRAVANCORE-COCHIN

March, 1951

Fifteen tripartite conferences were held by the Conciliation Officers for settling industrial disputes and in 10 cases amicable settlements were arrived at as a result of conciliation.

Six trade unions were registered under the Trade Unions Act and registrations in respect of 5 trade unions were cancelled.

Out of 212 complaints investigated during the month under report 93 related to wages, allowances and bonus, 48 to dismissals and discharges, 10 to maternity benefits, 3 to compensation, 2 to ill-treatment of workers and 56 to miscellaneous causes.

Standing orders in respect of 9 industrial establishments were certified during the month.

UTTAR PRADESH

March, 1951

The general labour situation remained disturbed mainly on account of unrest among the textile workers at Kanpur and among the paper mill and cigarette factory workers at Meerut.

During the month there were 11 reported cases of strikes and two cases of hunger strikes. Reported cases of play-offs and closures affected 35 and 24 concerns respectively. In 4 concerns the management retrenched the services of 131 workers.

VINDHYA PRADESH

March, 1951

Due to the short supply of wagons and heavy accumulation of stocks the State collieries are contemplating large scale retrenchment and stoppage of further production of coal. The Nawrozabad Colliery has reduced the number of working days to 5 per week.

The Labour Commissioner has been appointed as Inspector under Section 6 of the Employment of Children Act, 1938 and as Conciliation Officer under Section 4 of the Industrial Disputes Act, 1947.

WEST BENGAL

January-March, 1951

The Labour Officer, West Bengal, posted in the Asansol Regional Office, has been appointed as Inspector under the Bengal Shops and Establishments Act, 1940, within the Municipal areas of Burdwan and Asansol.

The Additional Deputy Commissioner, Darjeeling, has been appointed to be the authority to hear and decide all claims under the Payment of Wages Act, 1936, for the district of Darjeeling.

Of the 48 cases of strikes and lockouts during the period under review, 25 took place in the engineering industry, 3 in jute textile industry, 3 in cotton textile industry, 2 in the tea plantations and 15 in the other miscellaneous industries. Of these cases, 44 were settled during the period under review—27 through the intervention of the Labour Commissioner, 6 by direct negotiations and 11 by unconditional resumption of work.

During the period under review 58 trade unions were registered and the registrations of 187 trade unions were cancelled.

Up to the end of March 1951, 1,008 standing orders were received, of which 796 were certified, 111 were closed and 101 were pending examination.

From January to 15th March, 1951, 749 cases were filed in the Court under the Bengal Shops and Establishments Act, 1940 of which 447 were disposed of. Of these, 392 cases ended in conviction and 55 were discharged or filed.

RATIONALISATION OF INDUSTRY

DEVELOPMENT SUB-COMMITTEE'S RECOMMENDATIONS TO REHABILITATE RETRENCHED PERSONNEL

Measures for the rehabilitation of personnel retrenched from industry as a result of rationalisation were considered by a Sub-Committee of the Industries Development Committee at a meeting held in New Delhi on April 22, 1951, under the auspices of the Planning Commission. Shri Gulzarilal Nanda, Vice-President of the Commission and Chairman of the Sub-Committee presided. Representatives of employers and workers were also present.

The Sub-Committee considered a draft agreement arrived at a previous meeting between the employers' and workers' representatives on the question of rationalisation and retrenchment. The broad conclusions of the Sub-Committee on this agreement as well as on other matters arising out of the rationalisation are :—

- (a) effective measures should be taken to minimise the effects of unemployment that may arise as a result of rationalisation ;
- (b) a scheme should be formulated for the rehabilitation of such unemployed workers and for providing facilities for training and maintenance during the period of training ;
- (c) where gains arising out of rationalisation are made through the additional efforts of workers themselves, they should receive a proportionate share in the consequent benefit ; and
- (d) for implementation of the various proposals a joint Board which should be a permanent body should be set up consisting of representatives of employers and workers, with an outsider appointed with the consent of both as Chairman.

On the subject of retrenchment the Sub-Committee, while agreeing that workers may have to be retrenched as a result of rationalisation observes

that such retrenchment should be resorted to only when fully justified. Retrenchment should not involve victimisation and should be confined only to those who are 'freshly employed', the definition of the term being left for determination by a collective agreement between the management and the workers though ordinarily a period of one year was considered as the minimum for the purpose. Subject to questions regarding availability of raw material, the state of capital market, availability of capital goods and demand for products of the industry there should be an extension of machinery to absorb labour rendered superfluous through technological improvements.

In order to minimise the extent of retrenchment the Sub-Committee suggests the following measures to be taken by industry when necessary :—

- (a) stoppage of fresh recruitment ;
- (b) non-filling of vacancies occurring due to death, retirement or withdrawal ;
- (c) offer of employment to surplus workers in other departments of the industry without causing break in service and without bringing down existing emoluments ; and
- (d) encouragement of voluntary retirement by paying gratuity.

To provide facilities for training and maintenance of retrenched personnel the formulation of a rehabilitation scheme to be worked jointly by Government, employers and labour is suggested by the Committee. The period of training should not be more than what is necessary for acquiring ordinary skills and in no case should it exceed nine months. While the employer, the Sub-Committee observes, has a liability in respect of the permanent workers, temporary worker should receive consideration from the State from a broad social view point. The cases of workers thrown out of employment on account of total closure of an establishment would also require further examination at a tripartite level.

An important recommendation made by the Sub-Committee is that incentive for rationalisation should be provided to the workers and where improvement in business is effected through extra efforts made by workers, they should receive a share in the consequent benefits. The additional capital invested by the management should also be taken into account. In industries where the wages are below the living wage, most of the benefits derived as a result of additional efforts made by workers should go to them so that their standard of living can be improved.

For facilitating the implementation of these proposals the Sub-Committee recommends the setting up of a joint Board consisting of employers' and workers' representatives as follows :—

Employers

Employers' Federation of India	..	..	2 representatives.
All India Organisation of Industrial Employers	..	..	1 representative.

Workers

I. N. T. U. C.	..	..	..	2 representatives.
The Hind Mazdoor Sabha	..	..	..	1 representative.

A Chairman from outside these bodies will be appointed by common consent. The Board should be a permanent body to deal with all questions

relating to rationalisation and retrenchment as well as other matters falling within the scope of industrial relations which may be referred to it by agreement between the bodies concerned.

Among other matters, which, the Sub-Committee recommends, should be taken up by the Board are fixation of standard work load under standard conditions; definition of the terms 'freshly employed' and 'temporary' in the context of retrenchment and steps to bring about satisfactory association of labour with the management of the industry.

Housing, provident fund and sickness insurance benefits for the workers were also considered by the Sub-Committee which gave high priority to schemes of provident fund and housing in view of their urgency and importance.

EMPLOYMENT AND TRAINING SCHEMES OF THE GOVERNMENT OF INDIA

REPORT FOR THE MONTH OF MARCH 1951

The Employment Exchanges placed 38,253 persons in employment during March 1951. This is an increase of 5,275 over the figures for February 1951, and was the highest on record in any particular month. Increased placings were recorded in almost all regions.

There was also an increase of 4,941 in the total number of persons who sought employment assistance. During the month of March, 1,12,904 persons were registered as against 1,07,963 during February 1951. Of those registered, 9,927 were ex-service personnel, 11,541 were displaced persons (including 5,609 from East Pakistan) and 4,905 from discharged Government employees.

The number of vacancies notified during the month under review was 44,202, as against 39,625 notified during the previous month. Out of the vacancies notified in March, 18,768 were by the Union and State Government establishments and 25,434 by private employers.

The number of employers who used the Exchanges during the month was 6,857 as against 6,011 during February, 1951. Of these, 54.5 per cent. were private employers.

All these increases in registrations, placings, vacancies notified, and number of employers using the Employment Exchanges show that the Employment Exchanges are becoming more and more popular both among the employers and the employment seekers.

QUESTIONS IN THE PARLIAMENT ON LABOUR

The following questions asked in the Parliament of India during its recent Session are reproduced below with their replies :—

Starred Questions Nos. 2766 and 3292

The Labour Appellate Tribunal

Will the Minister of Labour be pleased to state :—

- (a) the date on which the Labour Appellate Tribunal was created ;
- (b) the annual recurring expenditure on this Tribunal ;

- (c) any non-recurring expenditure incurred so far or proposed to be incurred ;
- (d) the amount of non-recurring expenditure, if any ;
- (e) the number of appeals filed before the Tribunal since its constitution ;
- (f) the number of appeals filed by the employers and the workmen out of the total appeals filed ; and
- (g) the number of cases in which stay of operation of the Awards are granted ?

Reply to Starred Questions Nos. 2766 and 3292

- (a) 8th August 1950.
- (b) The estimated expenditure for the year 1951-52 is Rs. 3,90,000.
- (c) Yes ; mainly on repairs to the buildings occupied by the two Branches of the Appellate Tribunal at Bombay and Calcutta and on purchase of furniture.
- (d) Expenditure incurred during 1950-51 is Rs. 34,200 and estimated expenditure during 1951-52 is Rs. 53,500.
- (e) The number of appeals filed before the Labour Appellate Tribunal till the 31st March 1951 is 415.
- (f) 170 by Labour and 245 by Employers.
- (g) Stay was granted in 33 cases.

Starred Question No. 2882

The Coal Mines Provident Fund Scheme

- (a) Will the Minister of Labour be pleased to state how is the compulsory provident fund scheme for industrial workers popular among workers ?
- (b) What are the industries where the workers are allowed the benefit of provident fund ?
- (c) How many workers have subscribed to the Provident Fund Account ?

Reply to Starred Question No. 2882

(a) Under the Coal Mines Provident Fund and Bonus Schemes Act, 1948 a compulsory provident fund scheme has been introduced for employees in coal mining industry. The scheme is steadily gaining popularity. The question of undertaking legislation for institution of compulsory provident funds for employees in other industries is under consideration.

(b) The reports of the Labour Investigation Committee show that provident fund schemes are in existence in Cotton Mill, Engineering, Chemical, Sugar and Cement Industries.

(c) Up to the 15th March 1951, 3,10,514 colliery employees have subscribed to the Coal Mines Provident Fund.

Starred Question No. 2883

Works Committees

- (a) Will the Minister of Labour be pleased to state how are the Works Committees working among labour ?

(b) In what industries have such committees been started and what are their functions ?

Reply to Starred Question No. 2883

(a) According to the report received by Government on the working of Works Committees in different industrial establishments, it appears that such Committees have, on the whole, been functioning satisfactorily.

(b) Works Committees have been set up in industrial establishments of the following industries : mining, plantations, textiles, engineering (general and electrical), sugar, paper, glass and printing. The main function of a Works Committee is to promote measures for securing and preserving amity and good relations between the employer and the workmen.

Starred Question No. 2888

Industrial Housing

Will the Minister of Labour be pleased to state how the progress made in connection with the Industrial Labour Housing Schemes during the year 1950-51 compares with that achieved during 1949-50.

Reply to Starred Question No. 2888

During the year 1950-51 a project of 1,268 houses was undertaken and almost completed for factory workers in Bombay. 750 houses were constructed and 184 houses were under construction for coal-miners in the various coal-fields. For plantation labour, 4,146 houses have been constructed by the end of October 1950 and 22,798 were expected to be constructed before the end of March 1951. During 1949-50, 750 houses were constructed for the coal-miners, but no houses were constructed for the factory workers as the scheme had not then been made final. Information regarding the houses constructed for plantation labour during 1949-50 is not available.

Starred Question No. 3147

Reference of Disputes to Boards, Courts or Tribunals

(a) Will the Minister of Labour be pleased to state how many cases have been received by the Ministry of Labour for orders during the last two years :
(i) under sub-section (2) of section 10 of the Industrial Disputes Act ; and
(ii) under section 12 (4) of the Industrial Disputes Act ?

(b) In how many cases have the Government of India appointed Tribunals for adjudication of disputes and in how many cases have the reasons for non-appointment of Tribunals been explained to the parties ?

(c) How many cases are still lying undisposed of ?

(d) What are the dates of three oldest cases pending ?

Reply to Starred Question No. 3147

(a) (i) Four

(ii) Fifty-four.

(b) Fifty-one cases have been referred to Industrial Tribunals for adjudication and in 2 cases reasons for not making a reference have been explained to the parties concerned.

(c) Five.

(d) (i) 20th September, 1950 ; (ii) 26th December, 1950 ; and (iii) 16th January, 1951.

Starred Question No. 3382

Agricultural Labour Families

Will the Minister of Labour be pleased to state :

- (a) the number of agricultural labour families in India ;
- (b) the average number of earning members per family ; and
- (c) the average number of days employed in agricultural and non-agricultural pursuits separately in the year ?

Reply to Starred Question No. 3382

(a) The total number of agricultural labour families in the Union is estimated at about 19 millions on the basis of rural population estimated by the Census Commissioner in 1948. The term 'agricultural labour' means a person who is engaged for 50 per cent. or more of the total number of days worked by him during a year as a hired worker performing agricultural operations.

(b) The average number of earners per family of agricultural labourers would be known after the data contained in the General Family Schedules collected during the All India Agricultural Labour Enquiry of the Government of India have been processed. According to the 1931 census, however, the average number of earners per family of agricultural workers was about 1·8.

(c) The average number of days employed in agricultural and non-agricultural pursuits would be known only after the data now being collected in the Intensive Family Schedules of the All India Agricultural Labour Enquiry have been analysed. However, according to the results of the preliminary enquiry conducted in a few villages in some of the States, men agricultural workers were found to be employed in agricultural and non-agricultural pursuits for about 166 days and about 55 days in village Brindabanpur, in West Bengal, for 134 and 66 days respectively in Vandalur in Madras, 152 and 3 days in village Dorwan in Bihar, 96 and 80 days respectively in village Archikarahalli in Mysore and 162 and 3 days respectively in village Khapri in Madhya Pradesh.

Starred Question No. 3383

Earnings of Industrial and Agricultural workers

Will the Minister of Labour be pleased to state :

- (a) the average daily earnings of an industrial labourer in India ;
- (b) the percentage of daily earnings spent on food only ;
- (c) the average daily earnings of an agricultural worker in India (taking the days of unemployment also into account) ; and
- (d) the percentage of daily earnings of an agricultural worker spent on food only ?

Reply to Starred Question No. 3383

(a) The estimated average annual earnings of a worker engaged in factory

industries was Rs. 890 in 1948. This works out to an average of Rs. 2-7-0 for each day of the year or roughly Rs. 3-4-0 per day actually worked.

(b) The percentage expenditure on food of an average industrial worker's family, as determined from family budget enquiries conducted at some of the important centres in India, varies from 52·8 to 69·2 in different centres.

(c) The average daily earnings per earner of an agricultural worker family taking unemployment also into consideration, as ascertained during the preliminary agricultural labour enquiry in a few villages in some States varied from 7 annas to 14 annas. An average agricultural worker's family consists of 1·8 earners and the figure mentioned above is only one worker's average daily earnings throughout the whole year, the period of unemployment or under-employment varying from anything between 150 and 200 days in a year.

(d) The percentage of the expenditure of food to total family expenditure varied in the States, where the preliminary enquiry was conducted, from 71 to 81 per cent.

Starred Question No. 3520

Accidents in Mines

Will the Minister of Labour be pleased to state :—

(a) how many accidents have taken place in mines in India during the years 1949 and 1950 ; and

(b) what steps have been taken to prevent them ?

Reply to Starred Question No. 3520

(a) 227 fatal and 1,524 serious accidents during 1949 and 235 fatal and 1973 serious accidents during 1950. The figures for the year 1950 are not final as information from certain quarters is still awaited.

(b) Frequent surprise inspections are being made by the inspections staff of the Mines Department. Steps are also being taken to amend the Indian Coal Mines Regulations, 1926 and the Indian Metalliferous Mines Regulations, 1926, with a view to ensuring greater measure of safety in mines.

Starred Question No. 3540.

Central Industrial Tribunals

(a) Will the Minister of Labour be pleased to state the number of Industrial Tribunals set up by the Central Government working in the country ?

(b) When were these Tribunals created and how many of them are likely to be made permanent ?

(c) What is the expenditure incurred on each of them per annum since their establishment ?

(d) What are the number of disputes dealt with by each one of them and how many have been decided ?

(e) How many were decided in favour of employers and how many in favour of employees ?

Reply to Starred Question No. 3540.

(a) The Central Government have set up two Standing Industrial Tribunals (one at Dhanbad and the other at Calcutta).

(b) The Tribunal at Dhanbad was created in February 1948, while the one at Calcutta was set up in August the same year. The question of making the two Tribunals permanent has not yet been taken up.

*(c) Industrial Tribunal**Dhanbad*

Rs.

1948-49	41,420
1949-50	29,715
1950-51	24,000

*Industrial Tribunal**Calcutta*

Rs.

14,257
52,268
57,400

(d) (i) Thirty-nine disputes have been referred to the Industrial Tribunal, Dhanbad ; awards have been given in 29 cases.

(ii) Ten disputes have been referred to the Industrial Tribunal, Calcutta, awards have been given in 6 cases. One of the adjudications pending before the Calcutta Tribunal is a composite one involving a large number of individual cases relating to several banks and their employees.

(e) It is not possible to give precisely the number of disputes decided in favour of employees or employers. When a dispute is referred to a Tribunal for adjudication the terms of reference comprise all the items under dispute and in most of the cases the awards are partly favourable to the employees and partly to the employers.

FOREIGN

I.L.O. COAL MINES COMMITTEE—FOURTH SESSION

Indian Delegation

The Indian Delegation to the Fourth Session of the I.L.O. Coal Mines Committee which will open in Geneva on the 7th May, 1951, will be composed of the following persons :—

Government—

Shri K. R. F. Khilnani, I.F.S., First Secretary, (Commercial), Indian Embassy, Prague.

Employers

- (1) Shri B. N. Banerjee, Indian Mining Federation, Calcutta.
- (2) Shri J. N. Mookherjee, Indian Mining Association, Calcutta.

Workers—

- (1) Shri R.L. Malviya M.P., Chhatisgarh Colliery Workers' Federation Manendragarh (B.N. Railway).
- (2) Shri Kanti Mehta, Indian National Coal Mines Workers' Federation, Dhanbad.

Shri V.K.R. Menon, I.C.S., Secretary, Ministry of Labour, Government of India, will be the Chairman of the Committee.

AGRICULTURAL WAGES IN SCOTLAND

The Scottish Agricultural Wages Board made Orders on 12th February, 1951, with effect from 26th February, 1951, raising the statutory minimum and overtime rates of wages for male and female workers of all classes employed in agriculture in Scotland.

The Orders raise the minimum time rates for male general workers, 20 years and over, from 94s. a week to 100s. a week in all districts. For men employed wholly or mainly as shepherds the minimum rate is raised from 104s. 3d. to 111s., and for those employed as grieves or stewards, stockmen, horse-men or tractor men from 102s. 3d. to 108s. 9d. Men employed by the day or hour or as part time workers are to receive 2s. 3d. an hour, an increase of 2d. an hour, and the differential rates of wages for overtime employment are raised from 2s. 6d. to 2s. 8½d. an hour for ordinary week-day overtime and from 3s. to 3s. 3d. for overtime employment on Saturday afternoon and on Sunday. The corresponding rates for youths and boys are increased by amounts varying according to age.

For female general workers, 21 years and over, the Orders fix a weekly minimum rate of 75s. 6d. in all districts in place of the previous minimum of

70s. 6d. For women employed wholly or mainly as stockwomen, horsewomen, tractorwomen, poultrywomen or dairymaids, the previous minimum rate of 78s. 9d. is raised to 84s. 3d. The minimum hourly rate for adult women employed by the day or hour or as part time workers is increased from 1s. 7d. to 1s. 8d. For overtime employment the minimum differential rates are advanced from 1s. 10½d. to 2s. an hour for ordinary week-day overtime, and from 2s. 3d. to 2s. 4½d. for overtime employment on Saturday afternoon and on Sunday. The corresponding rates for female workers under 21 years of age are increased by amounts varying according to age.

The wages payable to milkers are advanced from 8s. 9d. to 9s. 3d. a week for the daily milking of one cow, and from 1s. 8d. to 1s. 9d. for each additional cow milked daily.

When workers are required by the conditions of their employment to provide meals for other workers, allowances are payable as additions to the minimum rate of wages. These allowances are increased under the Orders by 5s. a week for boarding a male worker and by 4s. 6d. for a female worker. For individual meals provided by a shepherd at handlings, dippings and clippings, there is an increase of 6d. a meal in the allowance, or 4d. where the employer provides meat. For keeping and feeding a dog a shepherd's allowance is advanced by 1s. 3d. to 3s. 6d. a week. (Abstracted from the *Ministry of Labour Gazette*, March 1951, page 102).

CURRENT LABOUR LITERATURE

ARTICLES OF LABOUR INTEREST IN PERIODICALS

Important articles of Labour interest, published in the periodicals received in the Labour Bureau, are mentioned below :

International Labour Review (International Labour Office, Geneva)—January 1951.—(i) Health and Welfare of Seafarers : An International Problem by Karl Evang ; (ii) An Outline of the Social and Economic Structure of Iran by M.A. Djamalzadeh ; (iii) National and International Measures for Full Employment : Recommendations of the Economic and Social Council ; and (iv) Payment by Results in the Building Industry.

Industrial Safety Survey (International Labour Office, Geneva)—July-August 1950.—A Contribution to the Study of Accident Causes by E. Bertschi.

Economic Bulletin for Asia and the Far East (Economic Commission for Asia and the Far East, United Nations, Bangkok)—July to September 1950.—Fields of Economic Development Handicapped by Lack of Trained Personnel in ECAFE Countries.

Bulletin of the International Social Security Association (Geneva)—January-February 1951.—(i) Social Security in Brazil by Armando de Assis ; (ii) Reform of Social Security Legislation in Ireland ; and (iii) Legislation on Sickness Insurance in Sweden.

Socialist Commentary (London)—April 1951.—The Norwegian Labour Movement.

Ministry of Labour Gazette (U.K. Ministry of Labour, London)—March 1951.—(i) Earnings and Hours in October 1950 ; (ii) Report of H.M. Chief Inspector of Factories for 1949 ; and (iii) Agricultural Wages in Scotland.

The Labour Gazette (Department of Labour, Ottawa, Canada)—February 1951.—(i) Seasonal Variations in Employment in Canada ; (ii) Collective Agreements in the Tobacco Industry ; and (iii) Federal — Provincial Farm Labour Conference, 1950.

Industrial Health Bulletin (Department of National Health and Welfare, Ottawa, Canada)—February, 1951.—Color Blindness in Industry.

Monthly Labor Review (U. S. Department of Labor, Washington)—February 1951.—(i) A Reappraisal of the Perlman Theory ; (ii) A Review of American Labor in 1950 ; (iii) Dispute Settlement and Wage Stabilization in World War II, (iv) Collective Bargaining in a Defence Economy ; (v) Work Time Required to Buy Food, 1937-50 ; and (vi) Family Budget of City Worker, October 1950.

Industrial Relations (Indian Institute of Personnel Management, Calcutta) - January-February 1951.—(i) Selection as an Aid to Efficiency by M. Boufflower ; (ii) What is Time Study ? by G. A. C. Pitt, (iii) Service Certificates by Maj. E. C. J. Cunningham and (iv) Industrial Lighting by D. K. Sen.

Labour Law Journal (Madras)—April 1951.—Social Security in New-Zealand.

The Indian Textile Journal (Bombay)—March 1951.—(i) Welfare Work in Bombay Mills ; and (ii) Education of Mill Workers : Psychological Approach.

The Economist (London)—March 1951

(a) 3rd March—Labour on Strike (American Survey).

(b) 10th March—Morale of the Rails.

Capital (Calcutta)—April 1951.

(a) 12th April.—(i) The Wholesale Price Index—A Plan for its Revision ; and (ii) Cotton Cloth Production Prospects—Big Increase Improbable.

(b) 26th April.—Minimum Wage Legislation Postponed.

Commerce (Bombay)—April 1951

(a) 7th April.—(i) Emphasis on Production ; and (ii) Conditions in Coal Industry.

(b) 14th April.—(i) Plea for a New Price Index ; (ii) Validity of the Bank Award—Supreme Court's Verdict ; and (iii) Development of Cotton Textile Industry.

(c) 21st April.—(i) Problems of Cotton Mill Industry ; (ii) Minimum Wages Act Amended ; and (iii) Surplus Labour in Collieries.

ADDITIONS TO THE LABOUR BUREAU LIBRARY

April, 1951

The following publications were added to the Labour Bureau Library during the month of April, 1951.

OFFICIAL

India

1-2. Reports of the Indian Tariff Board, issued by the Ministry of Commerce, Government of India and published by the Manager of Publications, Delhi.

(i) Report on the Sago (Tapica Globules) Industry, Bombay, 1951, pp. (iii) + 39, Rs. 1-8-0 or 2s. 3d.

(ii) Report on the Liver Extract Industry, Bombay, 1950, pp. 35, Rs. 1-6-0 or 2s.

3. *Central Expenditure on Education in India, 1948-49 to 1950-51*, Bureau of Education, Ministry of Education, Government of India, Manager of Publications Delhi, 1951 pp. 13.

4-5. *Annual Review of Activities, 1950—Department of Labour, Uttar Pradesh*.

Vol. I., pp. 98.

Vol. II Appendices, pp. 63 + Addendum pp. 1-10.

6. *In the Cause of Labour, 1950*, Uttar Pradesh Government, Labour Department, Uttar Pradesh, pp. 24.

7. *Annual Report of the Chief Advisory, Factories for the Year 1949 on the Working of the Indian Dock Labourers Act, 1934 and the Indian Dock Labourers Regulations, 1948*, Government of India, Ministry of Labour, 1951, pp. 12.

U.S.A. .

The following Bulletins are published by the United States, Department of Labor, Bureau of Labor Statistics and are available with the Superintendent, U.S. Government Printing Office, Washington, 25 D.C.

1. *Construction 1948 in Review*.—Annual Report on Construction Activity and Employment Bulletin No. 984, 1950, pp. (vi) + 49, 20 cents.

2. *Analysis of Work-Stoppages, during 1949*.—Bulletin, No. 1003; pp. 111 + 28, 20 cents.

3. *Work Injuries in Construction, 1948-49*.—Bulletin No. 1004, pp. iv + 35, 25 cents.

4. *Occupational Wage Survey, Philadelphia, Pennsylvania, May, 1950* Bulletin No. 1008, pp. 57, 35 cents.

5. *Trends in Man-Hours Expended Per Pair-Footwear 1947 to 1948*, October 1950 special series No. 1, pp. 25, 20 cents.

Czechoslovakia

1. *Budget of Peace and Social Progress*—By Evan Erban, Orbis, Prague, 1950, pp. 61.

2. *Recruitment for Mining in Czechoslovakia*.—*The Story of the Lany Campaign* by Stanley Harrison, Ministry of Information and Public Culture, Orbis—Prague, pp. 44.

UNOFFICIAL

India

1. *Report of the Millowners' Association, Ahmedabad for the Year 1949*, Secretary, Ahmedabad Millowners' Association, Ahmedabad, pp. 332.

2. *Calcutta Baled Jute Shippers Association—Report of the Committee for the Year ended 31st December, 1950*, Calcutta, 1951, pp. 56.

3. *Report of the Committee—Indian Engineering Association for the Year ended 31st December, 1950*, Secretary, Indian Engineering Association, Calcutta, 1951, pp. ii +106

U. S. A.

1. *Wage Determination under Trade Unions* with a new preface by John J. Dunlop, Harvard University, Basil Blackwell, Bedford, 1950 pp. xi +228, 20s. (Rs. 18-12-0).

I. L. O.

1. *Bibliography of Occupational Medicine*, Vol. III, No. 3, 1950, International Labour Office, Geneva, pp. 136 to 200.

2. *Labour Problems in Turkey*, International Labour Office, Geneva, 1950, pp. vi +282, \$1.75, 10s. 6d.

3. to 5. *International Labour Organization, Regional Conference for the Near and Middle East, Tehran, April, 1951.*

International Labour Office, Geneva, 1951.

(i) *Manpower Problems—Vocational Training and Employment Service*, Report I, First item on the Agenda, pp. 46.

(ii) *Co-operative Organization*, Report II, Second item on the Agenda, pp. 77.

(iii) *Social Security*, Report III, Third item on the Agenda, pp. 69.

6. *Records of Proceedings—International Labour Conference, Thirty-Second Session, Geneva, 1949, International Labour Office, Geneva, 1951*, pp. L +881. (two copies).

Productivity in Coal Mines—Coal Mines Committee : International Labour Organization, Fourth Session, Geneva, May 1951, Report III, Third item on the Agenda, International Labour Office, Geneva, 1951, pp. vi +177.

Hours of Work in Coal Mines/Coal Mines Committee, International Labour Organization, Fourth Session, Geneva, 1951, Report II, Second item on the Agenda, International Labour Office, Geneva 1951, pp. 46.

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Employment

[The object in giving the following table is to publish up-to-date information on factory employment in respect of each of the States as and when it is available without waiting for the returns from the other States].

EMPLOYMENT IN FACTORIES*

State	Average daily number of workers employed†						
	1939	1945	1946	1947	1948	1949‡	1950‡
							First half
Ajmer .	13,330	15,877	15,789	15,864	15,877	15,380	16,337
Assam .	52,003||	58,070||	53,161	56,119	59,563	61,132	47,811
Bihar	95,988	168,408	138,990	136,834	148,208	156,037	150,580
Bombay	466,040	735,774	680,896	702,465	737,460	789,463	771,338
Coorg .	14	27	53	117	74	82	266
Delhi .	17,400	36,870	33,349	31,320	36,894	38,806	41,055
Madhya Pradesh	64,494	110,263	101,355	97,219	101,646	96,273	104,294
Madras .	197,266	279,176	262,292	276,586	288,722	323,950	348,051
Orissa .	5,371	7,427	7,443	10,592	12,329	13,359	13,678
Punjab .	22,468¶	44,759¶	41,626¶	37,486	36,625	39,364	§
Uttar Pradesh	159,738	276,468	257,140	240,396	242,083	233,837	238,415
West Bengal	532,830¶	702,964¶	663,087¶	667,626	678,701	665,008	§
Andaman & Nicobar Is.	§	§	§	2,065	2,019	2,000	1,686
Total .	1,626,942	2,436,083	2,255,181	2,274,689	2,360,201	2,434,691	—

* Covers factories subject to the Factories Act.

† Obtained by totalling the figures of average daily employment for all factories.

‡ Provisional.

§ Returns not received.

|| Figures relate to the pre-partition Province of Assam.

¶ Estimated.

Source.—Annual Reports on the Working of the Factories Act and half-yearly returns furnished by the State Governments.

EMPLOYMENT IN THE COTTON MILL INDUSTRY

Month	Total no. of work- ers on rolls	Average daily number of workers employed			
		1st shift	2nd shift	3rd shift	Total
1950					
February	748,789	404,976	239,349	40,351	684,676
March	747,695	404,085	235,322	38,992	678,379
April	751,671	407,376	236,636	36,489	680,601
May	753,802	405,465	235,702	35,243	676,410
June	767,752	412,802	242,407	39,299	694,608
July	770,238	417,604	242,261	41,552	701,417
August	763,062	410,709	242,582	40,782	694,073*
September	715,278	326,590	178,393	34,315	539,298
October	760,438	395,365	230,720	40,881	666,966
November	759,716	413,985	243,539	42,334	699,858
December	770,606	414,571	244,603	45,130	704,304
1951					
January	770,857	413,265	245,561	46,295	705,121
February	767,104	405,791	245,400	45,927	697,118

Employment in the Cotton Mill Industry during February, 1951, by States

State	Total no. of workers on rolls	Average daily number of workers employed			
		1st shift	2nd shift	3rd shift	Total
Bombay	420,510	231,258	141,030	17,134	389,422
Kutch	151	151	—	—	151
Saurashtra	11,735	6,546	4,517	—	11,063
Madhya Bharat	44,539	22,810	15,311	1,923	40,044
Bhopal	2,548	907	660	611	2,178
Ajmer	6,393	4,088	2,028	5	6,121
Rajasthan	6,135	3,558	2,177	244	5,979
Delhi	17,931	6,260	6,330	2,661	15,251
Punjab	3,531	1,448	715	705	2,868
Uttar Pradesh	54,817	23,753	17,987	8,245	40,985
Bihar	1,220	1,147	30	—	1,177
West Bengal	27,183	15,151	6,979	3,697	25,827
Madhya Pradesh	33,747	18,386	8,581	174	27,141
Hyderabad	13,980	6,294	3,888	2,078	12,260
Madras	96,701	50,148	27,946	6,851	84,945
Orissa	3,159	912	746	654	2,322
Travancore-Cochin	5,996	2,735	1,522	897	5,154
Mysore	16,819	10,239	4,953	38	15,230
Total	767,104	405,791	245,400	45,927	697,118

Source.—Ministry of Commerce and Industry.—Government of India.

Note:—Excludes figures for 2 defaulting mills.

* Includes an average of 194,724 for Bombay City which relates only to the first 13 days in the month, as from 14th there was a general strike.

NUMBER OF COTTON MILLS WORKING ONE OR MORE SHIFTS

Month	Total no. of mills	No. of mills which remained closed dur- ing the month	No. of mills which worked		
			1 shift	2 shifts	3 shifts
1950					
February . . .	365	39	36	189	101
March . . .	365	33	37	191	104
April . . .	364	31	36	203	94
May . . .	365	33	41	199	92
June . . .	362	29	33	191	109
July . . .	362	26	32	178	126
August* . . .	362	28	27	181	126
September† . . .	364	26	23	148	104
October . . .	365	27	25	185	128
November . . .	364	24	26	179	135
December . . .	365	24	30	176	135
1951					
January . . .	365	25	27	172	141
February . . .	366	29	27	180	130

*Number of Cotton Mills working One or More Shifts during February, 1951,
by States*

State	Total no. of mills	No. of mills which remained closed during the month	No. of mills which worked		
			1 shift	2 shifts	3 shifts
Bombay . . .	177	9	10	96	62
Kutch . . .	1	—	1	—	—
Saurashtra . . .	10	1	—	9	—
Rajasthan . . .	6	2	—	3	1
Ajmer . . .	4	—	—	4	—
Delhi . . .	3	—	—	—	3
Punjab . . .	3	1	—	—	2
Madhya Bharat . . .	16	1	3	10	2
Bhopal . . .	1	—	—	—	1
Madhya Pradesh . . .	11	1	2	8	—
Uttar Pradesh . . .	21	5	1	5	10
Bihar . . .	2	—	2	—	—
West Bengal . . .	17	3	2	3	9
Hyderabad . . .	6	1	—	2	3
Madras . . .	72	4	5	32	31
Mysore . . .	7	—	—	5	2
Travancore-Cochin . . .	8	1	1	3	3
Orissa . . .	1	—	—	—	1
Total . . .	366	29	27	180	130

Source.—Ministry of Commerce and Industry, Government of India.

* Relates to the first thirteen days only in the case of Bombay City.

† Figures for 63 mills in Bombay City are not included on account of the general strike.

Wages and Earnings

[The object in giving these tables is to publish up-to-date information on the total wage bills and average earnings in respect of each of the States as and when it is available without waiting for the returns from the other States. Table I covers all factories other than Railway workshops as the latter are included in similar statistics for Railways. Table II excludes, besides Railway workshops, the groups Food, Drink and Tobacco and Gins and Presses which are mostly seasonal as information on annual earnings in seasonal factories is not comparable with that for the perennial factories.]

TABLE I
WAGES PAID TO FACTORY WORKERS*
(In thousands of rupees)

State	1939	1945	1946	1947	1948	1949†
Ajmer	1,049	2,878	3,167	3,186	3,971	\$
Assam	5,649	10,585	10,684	13,660	17,022	21,089
Bihar	29,375	58,142	59,259	82,920	112,171	137,213||
Bombay	144,967	524,903	486,655	591,839	713,024	844,056
Coorg	\$	6	6	15	8	11
Delhi	5,145	24,412	25,971	26,078	36,426	41,154
Madhya Pradesh	\$	33,353	26,279	42,714	47,010	61,061
Madras	24,622	78,147	88,823	123,439	136,153	180,039
Orissa	515	2,040	1,929	3,027	4,449	4,554
Punjab	3,829†	18,640†	17,857†	14,454	20,282	26,703
Uttar Pradesh	25,485	124,911	119,904	133,432	174,352	198,685
West Bengal	113,424†	232,735†	267,307†	337,875	432,025	\$

* Covers all employees drawing below Rs. 200 p.m.

† Provisional.

† Estimated.

\$ Not available.

TABLE II
AVERAGE ANNUAL EARNINGS OF FACTORY WORKERS*
(Perennial Industries only)

State	1939	1945	1946	1947	1948	1949†
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Ajmer	163.7	419.8	447.8	445.3	527.2	\$
Assam|| . . . . .	263.7	660.5	687.5	755.5	795.8	951.1
Bihar	415.5	538.7	544.0	819.8	1087.1	1125.6
Bombay	370.4	814.7	812.3	977.9	1141.9	1209.5
Delhi	309.4	699.9	837.2	877.7	1047.3	1070.5
Madhya Pradesh	\$	530.6	479.7	572.3	609.2	842.9
Madras	175.9	357.6	422.2	560.3	611.8	726.6
Orissa	161.8	417.2	440.1	493.6	612.6	524.5
Punjab|| . . . . .	296.0	578.8	602.0†	628.2	675.9	873.9
Uttar Pradesh	235.6	551.7	593.6	672.8	887.1	993.0
West Bengal || . . . . .	248.7	465.5	496.3	567.7	723.9	839.0

* Covers all employees drawing below Rs. 200 p.m.

† Provisional.

† Estimated.

\$ Not available.

|| The averages for the years 1939, 1945 and 1946 relate to the pre-partition provinces of Assam, Punjab and Bengal respectively.

Source.—Annual Reports on the Working of the Payment of Wages Act.

MINIMUM WAGES IN THE COTTON MILL INDUSTRY

Month 1	Bombay 2	Ahmedabad 3	Sholapur 4	Paroda 5
MINIMUM BASIC WAGES	Rs. A. P. 30 0 0	Rs. A. P. 28 0 0	Rs. A. P. 26 0 0	Rs. A. P. 26 0 0
DEARNESS ALLOWANCE—				
1950				
April	50 11 0	68 1 0	54 2 0	61 4 1
May	52 0 0	71 14 9	51 5 2	64 11 8
June	53 4 0	74 9 9	50 1 8	67 2 5
July	53 4 0	73 13 6	51 0 10	66 7 4
August	57 3 0	73 13 6	51 5 2	66 7 4
September	55 13 0	73 13 6	52 4 4	66 7 4
October	56 1 0	76 2 3	51 11 8	68 8 5
November	55 1 0	76 2 3	49 13 4	68 8 5
December	53 4 0	68 1 0	49 6 10	61 4 1
1951				
January	52 12 0	64 9 9	52 15 2	58 2 5
February	50 9 0	62 4 9	52 8 8	56 1 1
March	55 9 0	63 13 6	54 2 8	57 7 4
April	58 6 0	69 3 6	54 0 6	62 4 9

Month	Indore 6	Nagpur 7	Madras 8	Kanpur 9
MINIMUM BASIC WAGES	Rs. A. P. 26 0 0	Rs. A. P. 26 0 0	Rs. A. P. 26 0 0	Rs. A. P. 30 0 0
DEARNESS ALLOWANCE—				
1950				
April	47 4 0	39 10 10	42 3 0	52 8 0
May	47 4 0	39 10 10	41 4 0	51 9 0
June	47 4 0	39 10 10	41 7 0	52 0 6
July	48 6 0	39 15 2	41 13 0	53 7 0
August	48 6 0	40 3 6	42 6 0	54 8 6
September	48 6 0	40 7 10	42 9 0	55 5 0
October	49 2 0	41 0 6	42 12 0	55 7 0
November	49 2 0	41 7 0	43 2 0	55 12 6
December	49 2 0	41 7 0	42 6 0	55 5 0
1951				
January	45 15 0	41 4 10	42 6 0	53 14 6
February	45 15 0	41 4 10	42 6 0	54 11 0
March	45 15 0	41 2 8	42 9 0	54 13 6
April	48 9 0	41 11 4	42 15 0	54 11 6

NOTE.—In the cotton mill industry in W. Bengal the basic minimum wage is Rs 20-2-5 p.m. Dearness allowance is paid at a flat rate of Rs. 30 p.m.

Industrial Disputes

INDUSTRIAL DISPUTES IN INDIA SINCE 1939*

Year/Month	No. of disputes*		No. of workers† involved in disputes		Total no. of mandays lost during the period
	Starting during the period	Total in progress during a part or whole of the period.	Starting during the period	Total in progress during a part or whole of the period.	
1939	—	406	—	409,189	4,992,795
1940	—	322	—	452,538	7,577,281
1941	—	359	—	291,054	3,330,503
1942	—	694	—	772,653	5,779,965
1943	—	716	—	525,088	2,342,287
1944	—	658	—	550,015	3,447,306
1945	—	820	—	747,530	4,054,499
1946	—	1,629	—	1,961,948	12,717,762
1947	—	1,811	—	1,840,784	16,562,666
1948	—	1,259	—	1,059,120	7,837,173
1949	—	920	—	685,457	6,600,595
1950	—	814	—	719,883	12,806,704
March	62	84	27,781	43,699	488,755
April	78	96	37,399	50,395	329,555
May	92	111	66,036	74,337	313,451
June	60	83	33,360	47,535	322,946
July	40	54	14,794	21,188	134,911
August	60	75	236,846	240,518	2,948,978
September	54	71	39,333	249,445	4,954,161
October	64	78	64,691	288,349	2,266,894
November	77	84	51,302	56,736	313,837
December	58	68	36,393	41,061	163,718
1951—					
January†	102	120	81,039	91,045	324,922
February†	45	61	39,767	42,797	202,474
March‡	62	75	32,673	42,498||	276,992¶

* Disputes resulting in work stoppages involving 10 workers or more.

† Includes workers indirectly involved also.

‡ Revised, yet provisional.

|| Not known in 6 cases.

§ Provisional.

¶ Not known in 11 cases.

INDUSTRIAL DISPUTES IN INDIA DURING MARCH, 1951

TABLE I.

Classification of Industrial Disputes by States

State	No. of disputes	No. of workers involved	No. of man-days lost during the month
Ajmer	1	76	711
Assam	—	—	—
Bihar	9	3,599*	5,856†
Bombay	29	20,373	195,274
Delhi	3	151*	19†
Madhya Pradesh	3	10,230	15,319
Madras	8	3,541	17,651
Orissa	—	—	—
Punjab	2	600*	600*
Uttar Pradesh	6	682§	2,901§
West Bengal	14	3,246	38,661
Total	75	42,498||	276,992¶

* Not known in 1 case.

† Not known in 5 cases.

‡ Not known in 2 cases.

§ Not known in 3 cases.

|| Not known in 6 cases.

¶ Not known in 11 cases.

TABLE II

Classification of Industrial Disputes by Industries

Industry	No. of disputes	No. of workers involved	No. of man-days lost during the month
Textiles—			
Cotton	14	21,560*	153,586*
Jute	1	834	6,672
Others	8	657	1,518
Engineering	10	2,711†	29,857†
Minerals and Metals—			
Iron and Steel	4	515	3,355
Others	—	—	—
Food, Drink and Tobacco	4	1,832	7,384*
Chemicals and Dyes	2	76	168
Wood, Stone and Glass	4	2,165	26,908
Paper and Printing	2	536*	2,680*
Skins and Hides	1	340	5,130
Gins and Presses	—	—	—
Mines—			
Coal	4	879	2,856*
Others	2	1,535	3,000*
Transport—			
Railways	1	2,386	316
Others	—	—	—
Docks and Ports	1	100	600
Plantations	—	—	—
Municipalities	2	600*	600*
Miscellaneous	15	5,772*	32,362†
Total	75	42,498§	276,992¶

* Not known in 1 case.

† Not known in 2 cases.

‡ Not known in 3 cases.

§ Not known in 6 cases.

¶ Not known in 11 cases.

TABLE III

Classification of Industrial Disputes by Causes

Cause	No. of disputes	No. of workers involved	No. of man-days lost during the month
Wages and allowances	19	8,914	63,913
Bonus	2	8,652	5,057
Personnel	20	2,933	25,603
Retrenchment	4	3,677	8,140
Leave and hours of work	6	3,551	13,209
Rations	2	184	336
Others	18	13,980	157,983
Not known	4	607	2,751
Total	75	42,498	276,992

TABLE IV

Classification of Industrial Disputes by Results

Result	No. of disputes	No. of workers involved	No. of man-days lost during the month
Successful	7	1,133	2,784
Partially successful	10	1,051	1,964
Unsuccessful	23	18,027	33,411
Indefinite	5	1,323	12,539
In progress	11	11,978	210,303
Not known	16	8,986	15,991
Total	75	42,498	276,992

TABLE V
Classification of Industrial Disputes by Duration

Duration	No. of disputes
A day or less	21
More than a day up to 5 days	18
More than 5 days up to 10 days	6
More than 10 days up to 20 days	6
More than 20 days up to 30 days	—
More than 30 days	3

N. B.—There were 14 disputes in progress at the end of the month and particulars are not known in 7 cases.

TABLE VI
Classification of Industrial Disputes by Number of Workers involved

Number of workers involved	No. of disputes
10 or more but less than 100	30
100 or more but less than 500	18
500 or more but less than 1,000	9
1,000 or more but less than 10,000	12
10,000 or more	—

N. B.—Particulars are not known in 6 cases.

TABLE VII
Classification of Industrial Disputes by Number of Man-days lost

Man-days lost during the month	No. of disputes
Less than 100	18
100 or more but less than 1,000	22
1,000 or more but less than 10,000	18
10,000 or more but less than 50,000	5
50,000 or more	1

N. B. —Particulars are not known in 11 cases.

Cost of Living

WORKING CLASS COST OF LIVING AND FOOD INDEX NUMBERS IN INDIA

(Base shifted to August, 1939=100)

State	BOMBAY				UTTAR PRADESH	MADHYA PRADESH	MADRAS
Town	Bombay	Ahmed- abad	Sholapur	Jalgaon	Kanpur	Nagpur	Madras
Original base (=100)	July, 1933 to June, 1934	August, 1926 to July, 1927	February, 1927 to January, 1928	August, 1939	August, 1939	August, 1939	July, 1935 to June, 1936
<i>Cost of Living</i>							
1939 (Aug.—Dec.)	103	107	105	—	105	104	106
1940	107	108	104	109	111	110	109
1941	118	119	115	123	123	119	114
1942	150	156	155	180	181	165	136
1943	219	232	252	284	306	299	180
1944	226	290	276	295	314	267	207
1945	224	272	275	291	308	259	228
1946	246	280	290	326	328	285	240
1947	265	300	340	369	378	320	277
1948	288	333	400	440	471	372	315
1949	292	339	410	425	478	377	330
1950	298	351	398	424	434	372	332
March	288	356	408	418	426	366	332
April	292	366	412	422	420	367	327
May	297	363	396	421	423	370	328
June	297	363	389	424	432	372	330
July	304	363	395	436	439	375	333
August	307	371	396	446	444	377	334
September	308	371	401	417	445	378	335
October	304	342	399	421	447	378	337
November	297	330	388	428	444	376	333
December	295	322	385	415	435	376	333
1951 January	303	327	405	426	440	376	333
February	306	347	403	430	441	388	334
March	316	367	412	438	439	390	336

Food

1939 (Aug.—Dec.)	105	109	109	—	106	103	109
1940	112	111	106	111	112	106	114
1941	125	120	118	123	122	117	117
1942	161	169	157	186	181	163	151
1943	225	325	288	302	319	299	218
1944	235	326	297	303	331	263	257
1945	242	303	291	299	326	251	274
1946	283	337	310	350	304	282	293
1947	307	360	387	417	424	320	324
1948	311	374	421	490	514	379	360
1949	327	392	429	462	538	384	382
1950	340	420	434	459	471	382	380
March	322	426	444	443	462	373	379
April	330	445	451	448	458	375	371
May	339	440	425	449	461	379	371
June	339	442	416	464	464	382	376
July	350	442	428	485	472	386	381
August	355	455	434	499	481	389	384
September	350	454	446	453	486	390	385
October	350	405	440	457	491	390	388
November	337	382	422	461	489	387	381
December	333	366	415	438	475	386	378
1951 January	342	375	451	449	483	386	377
February	347	409	444	468	489	399	380
March	365	445	428	458	487	400	380

Source.—State Governments.

WORKING CLASS COST OF LIVING INDEX NUMBERS IN INDIA—*contd.*

Months	COCHIN (Base : August, 1939=100)				MISORE (Base : July, 1935 to June, 1936=100)						HYDERABAD (Base: August 1943 to July, 1944=100)	
	Ernakulam		Trichur		Bangalore		Mysore		Kolar Gold Fields		Hyderabad City	
	1949- 50	1950- 51	1949- 50	1950- 51	1949- 50	1950- 51	1949- 50	1950- 51	1949- 50	1950- 51	1949- 50	1950- 51
April	370	366	362	359	297	307	297	300	314	318	154	159
May	368	368	359	360	300	311	301	308	311	319	154	168
June	366	368	350	360	302	311	304	311	309	325	157	161
July	361	370	352	362	303	319	302	315	314	334	158	164
August	366	374	357	364	302	328	301	318	315	347	153	162
September	367	375	359	366	296	329	306	321	318	350	148	163
October	366	376	357	367	300	333	306	323	319	353	150	162
November	365	375	357	366	305	330	308	315	324	342	155	163
December	367	380	359	371	305	326	305	327	335	344	159	163
January	369	377	359	369	302	328	306	322	330	345	158	164
February	370	377	360	367	302	336	304	327	329	351	156	165
March	367	376	358	366	302	341	302	336	317	363	158	166

Source.—State Governments.

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS FOR
MARCH, 1951

The working class cost of living index numbers for 15 selected centres are set out in the following tables. These measure the average changes, as compared to the year 1944, in the retail prices of goods and services that entered into working class expenditure as revealed by the family budget enquiries in these centres during the years 1943-1945.

Short notes analysing the index numbers at these centres during the month of March, 1951, are given below.

Delhi

There was a fractional recession in the index number which stood at 138 during the month under review. There was a slight rise in the price of milk in the food group and a slight fall in the price of firewood in the fuel and lighting group.

Ajmer

The index number receded by 2 points to 174. A major part of this recession was accounted for by a fall in the open-market prices of wheat, gram and barley in the food group.

Dehri-on-Sone

The index number went up by 3 points to 198. This rise was solely due to an increase in the price of rice.

Cuttack

The index number remained stationary at 165. There was a slight fall in the price of sugar in the food group.

Gauhati

The index number recorded a sharp rise of 10 points and stood at 139. Higher quotations for rice, fish and potatoes in the food group were responsible for this rise in the index.

Ludhiana

A rise of 3 points brought the index number to the level of 168. The effect of a rise in the price of milk in the food group and *khaddar* in the clothing group was only partially offset by a fall in the prices of firewood in the fuel and lighting group and washing soap and tobacco in the miscellaneous group.

Akola

The index number remained stationary at 164. There was a slight fall in the price of *dhoti*.

Jubbulpore

The index number went down by 3 points to 166. An appreciable reduction in the prices of rice and wheat in the food group was mainly responsible for this fall in the index. There was also a rise in the prices of *pan* and *bidis* in the miscellaneous group and *saree* in the clothing group.

Kharagpur

The index number advanced by 2 points to 135 reflecting a rise in the prices of a number of items like brinjal, firewood, *dhoti*, shirting, toilet soap, *bidis*, etc.

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—*contd.*

(Base : 1944=100)

	Delhi	Ajmer	Jamshedpur	Jharia	Dehri-on-Sone	Mon-ghyr and Jamalpur	Cuttack	Berham-pur	Gauhati	Silchar	Tinsukia	Ludhiana	Akola	Jubbulpore	Kharagpur
1945 .	103	110	100	97	106	105	102	101	90	92	94	105	98	95	97
1946 .	107	118	103	122	131	132	106	111	86	96	83	119	107	101	100
1947 .	122	152	123	139	158	153	117	126	97	110	93	142	139	123	111
1948 .	132	162	136	153	171	166	134	145	117	132	109	168	156	146	132
1949 .	132	161	138	159	170	171	147	154	128	138	110	164	168	151	137
1950 .	132	168	145*	182	185	193*	163	162	126	146	114	165	162	153	137
1950															
March	130	169	132	168	172	182	160	150	122	136	118	162	157	151	136
April	129	167	134	169	173	181	159	151	122	140	116	162	154	153	136
May	131	169	136	170	171	182	160	151	124	151	113	162	155	151	137
June	133	165	137	175	173	185	162	152	126	145	114	162	158	152	139
July	136	168	141	188	183	203	163	158	128	147	113	165	165	155	140
August	136	168	159	209	192	201	164	171	128	157	113	169	167	154	141
September	134	168	162	207	196	202	168	174	128	162	112	168	166	151	138
October	134	172	157	215	216	206*	168	175	131	160	111	168	168	155	141
November	133	167	156*	187	218	211*	168	178	128	156	111	167	174	158	137
December	129	165	157*	177	195	194*	166	186	127	145	111	170	167	168	136
1951															
January	134	171	158*	176	198	192*	164	189	127	141	109*	169	162	171	133
February	138	176	158*	176	195	194	165	187*	129	140	109*	165	164	169	133
March	138	174	158*	185	198	..	165	187*	139	147*	121*	168	164	166	135

* Provisional.

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—*contd.*

(Base : 1944=100)

DELHI (a)

	Food	Fuel and Light- ing	House Rent	Clothing, Bedding and Footwear	Miscel- laneous	All Items
Weights	61.0	8.8	6.4	10.8	13.0	100.0
1945	103	104	100	99	110	103
1946	108	107	100	100	118	107
1947	124	114	100	111	135	122
1948	125	172	100	138	151	132
1949	126	181	100	125	148	132
1950	126	168	100	138	146	132
1950						
March	122	174	100	137	144	130
April	121	172	100	138	143	129
May	123	172	100	139	147	131
June	127	172	100	139	147	133
July	131	180	100	139	148	136
August	132	173	100	138	146	136
September	130	162	100	136	146	134
October	131	161	100	137	146	134
November	130	167	100	138	146	133
December	124	160	100	140	147	129
1951						
January	131	160	100	137	147	134
February	136	160	100	147	151	138
March	137	160	100	140	151	138

(a) For details of scope and method of construction of the index numbers please see pages 409-400 of the Indian Labour Gazette, January, 1948.

ESTIMATE OF THE DELHI WORKING CLASS COST OF LIVING INDEX ON THE PRE-WAR BASE : AUGUST, 1939=100

The Labour Bureau Index Numbers published above are based on the average prices of important items of consumption by working class families during the year 1944, the 'weights' used being those determined from the average expenditure on these items as revealed by the family budget enquiry conducted under the Government of India's Cost of Living Index Scheme during the period October, 1943 to October, 1944.

The Chief Commissioner, Delhi has obtained the prices of the items during the month of August, 1939 and has worked out the index with August, 1939 as base using the Labour Bureau 'weights' adjusted to August, 1939 prices. This index worked out to an average figure of 260.8 during 1944. Linking this figure with the Labour Bureau series, the cost of living index number during the month of March, 1951 on the pre-war base viz., August 1939, may be estimated to be 360.

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—*contd.*

(Base : 1944=100)

AJMER—(a)

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	63.7	8.2	3.0	8.2	16.9	100.0
1945	105	110	100	122	122	110
1946	111	110	100	155	135	118
1947	147	151	100	178	171	152
1948	155	166	100	201	176	162
1949	159	165	100	183	164	161
1950	172	143	100	198	161	168
1950						
March	174	147	100	189	163	169
April	172	144	100	188	160	167
May	175	140	100	188	159	169
June	169	137	100	194	169	165
July	173	136	100	203	161	168
August	173	136	100	201	162	168
September	173	136	100	200	162	168
October	179	136	100	203	161	172
November	169	143	100	209	161	167
December	165	146	100	219	161	165
1951						
January	173	155	100	219	161	171
February	180	157	100	219	161	176
March	173	154	100	221	166	174

(a) For details of scope and method of construction of the index numbers please see pages 53-57 of the "Report on an enquiry in to family budgets of industrial workers in Ajmer" by S. R. Deshpande.

JAMSHEDPUR—(b)

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	65.8	5.4	4.7	10.2	13.9	100.0
1945	102	100	100	78	106	100
1946	106	105	100	76	109	103
1947	130	120	100	83	129	123
1948	138	154	100	132	133	136
1949	139	166	100	118	149	138
1950						
March	131	155	100	122	151	132
April	133	155	100	126	151	134
May	135	155	100	129	152	136
June	135	155	100	135	152	137
July	139	172	100	135	158	141
August	163	186	100	131	168	159
September	166	191	100	134	172	162
October	159	191	100	138	171	157
November*	156	191	100	146	169	156
December*	156	192	100	152	172	157
1951						
January*	157	192	100	153	172	158
February*	158	190	100	142	173	158
March*	159	190	100	141	175	158

(b) For details of scope and method of construction of the index numbers please see pages 72-74 of the "Report on an enquiry into family budgets of industrial workers in Jamshedpur" by S. R. Deshpande.

* Provisional.

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—*contd.*

(Base : 1944=100)

JHARIA (a)

	Food	Fuel and Lighting	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	77.7	0.5	6.7	15.1	100.0
1945	98	94	81	102	97
1946	128	96	76	108	122
1947	145	104	78	138	139
1948	151	145	123	177	153
1949	159	128	108	183	159
1950					
March	170	116	110	182	163
April	172	116	117	178	169
May	173	116	117	178	170
June	180	116	117	178	175
July	197	116	118	178	188
August	223	116	118	178	209
September	221	116	118	178	207
October	232	116	118	179	215
November	195	113	106	182	187
December	182	113	106	182	177
1951					
January	181	113	107	182	176
February	182	113	106	183	176
March	191	113	125	184	185

(a) For details of scope and method of construction of the index numbers please see pages 56-59 of the "Report on an enquiry into family budgets of industrial workers in Jharia" by S. R. Deshpande.

DEHRI-ON-SONE (b)

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	69.6	4.6	2.0	13.5	10.3	100.0
1943	106	109	100	94	118	106
1946	140	120	100	96	129	131
1947	173	129	100	108	150	158
1948	180	126	100	148	171	171
1949	180	147	100	131	183	170
1950	200	164	100	137	177	185
1950						
March	181	162	100	137	172	172
April	183	162	100	134	172	173
May	180	163	100	133	173	171
June	183	166	100	138	173	173
July	196	167	100	134	181	183
August	207	166	100	142	182	192
September	213	165	100	141	182	196
October	213	165	100	139	182	216
November	218	164	100	130	182	218
December	212	164	100	141	182	195
1951						
January	216	164	100	148	182	198
February	211	164	100	148	182	195
March	215	164	100	148	182	198

(b) For details of scope and method of construction of the index numbers please see pages 55-58 of the "Report on an enquiry into family budgets of industrial workers in Dehri-On-Sone" by S. R. Deshpande.

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—*contd.*

(Base: 1944=100)

MONGHYR AND JAMALPUR—(a)

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	69.8	5.6	1.7	10.7	12.2	100.0
1945	107	103	100	90	106	105
1946	143	106	100	106	109	132
1947	170	114	100	100	124	153
1948	173	148	100	147	135	168
1949	189	131	100	129	131	171
1950						
February	207	131	100	141	141	180
March	202	131	100	141	135	182
April	200	128	100	141	139	181
May	198	123	100	159	148	182
June	202	124	100	154	152	185
July	224	138	100	179	150	203
August	224	127	100	168	146	201
September	226	128	100	164	149	202
October*	234	118	100	157	142	206
November*	242	115	100	161	141	211
December*	218	114	100	165	135	194
1951						
January*	215	116	100	165	135	192
February*	218	116	100	161	137	194

(a) For details of scope and method of construction of the index numbers please see pages 48-51 of the "Report on an enquiry into family budgets of industrial workers in Monghyr and Jamalpur" by S. R. Deshpande.

CUTTACK—(b)

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	67.1	8.9	3.0	8.1	12.9	100.0
1945	98	114	100	105	112	102
1946	105	109	100	104	112	106
1947	120	110	100	110	114	117
1948	137	124	100	127	136	134
1949	153	140	100	130	143	147
1950	171	141	100	138	167	163
1950						
March	166	141	100	136	173	160
April	166	141	100	136	162	159
May	168	141	100	136	163	160
June	171	141	100	136	167	162
July	171	141	100	136	170	163
August	171	141	100	136	173	164
September	176	141	100	141	173	168
October	177	141	100	142	173	169
November	178	141	100	142	173	169
December	175	141	100	142	172	166
1951						
January	173	141	100	144	164	164
February	173	141	100	148	168	165
March	172	141	100	148	168	165

(b) For details of scope and method of construction of the index numbers please see page 730 of the Indian Labour Gazette, April, 1948.

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—*contd.*
(Base : 1944=100)
BERHAMPUK—(a)

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	62.4	7.5	3.3	11.0	15.8	100.0
1945	98	105	100	121	95	101
1946	107	135	100	123	110	111
1947	123	162	100	139	115	126
1948	151	162	100	135	130	145
1949	166	165	100	128	140	164
1950	174	168	100	132	150	162
1950						
March	168	147	100	125	146	150
April	159	147	100	125	149	151
May	159	147	100	127	150	151
June	161	147	100	127	151	152
July	170	147	100	127	149	158
August	189	152	100	140	149	171
September	191	167	100	140	150	174
October	190	177	100	144	154	175
November	193	178	100	146	157	178
December	201	209	100	150	157	186
1951						
January	205	208	100	152	157	189
February*	201	209	100	152	162	187
March*	200	209	100	157	165	187

(a) For details of scope and method of construction of the index numbers please see page 47 of the Indian Labour Gazette, July, 1948.

GAUHATI—(b)

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	63.4	8.6	4.5	5.1	18.4	100.0
1945	89	70	100	98	89	90
1946	85	65	100	96	94	86
1947	100	65	100	95	105	97
1948	124	67	100	143	114	117
1949	129	67	100	215	140	129
1950	128	64	100	162	145	126
1950						
March	126	68	100	130	140	122
April	126	68	100	128	140	122
May	128	68	100	129	141	124
June	129	68	100	143	146	126
July	131	68	100	148	147	128
August	130	66	100	162	148	128
September	129	60	100	178	149	128
October	130	55	100	241	149	131
November	127	55	100	208	149	128
December	127	55	100	212	147	127
1951						
January	125	61	100	211	146	127
February	128	68	100	214	145	129
March	144	69	100	211	145	139

(b) For details of scope and method of construction of the index numbers please see page 659 of the Indian Labour Gazette, March, 1948.

* Provisional.

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—contd.

(Base: 1944=100)

SILCHAR—(a)

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	71.7	7.1	4.4	6.7	10.1	100.0
1945	89	95	100	88	109	92
1946	94	139	100	78	88	96
1947	111	156	100	94	92	110
1948	105	161	100	179	110	132
1949	141	159	100	135	117	138
1950	152	162	100	150	108	146
1950						
March	142	156	100	137	101	136
April	145	165	100	144	104	140
May	159	165	100	153	106	161
June	150	165	100	155	108	148
July	152	165	100	157	111	147
August	166	165	100	159	110	157
September	173	165	100	158	110	162
October	171	165	100	155	111	160
November	164	165	100	160	113	156
December	148	165	100	160	115	145
1951						
January	143	165	100	158	115	141
February	141	165	100	158	116	140
March*	151	165	100	156	122	147

(a) For details of scope and method of construction of the index numbers please see page 351 of the Indian Labour Gazette, November, 1948.

TINSUKIA—(b)

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	68.7	7.3	3.2	8.5	12.3	100.0
1945	94	81	100	100	100	91
1946	86	53	100	73	83	83
1947	98	65	100	94	81	93
1948	114	58	100	125	100	109
1949	113	58	100	133	111	110
1950	116	61	100	156	105	114
1950						
March	119	61	100	183	107	115
April	116	61	100	183	108	116
May	117	61	100	142	108	113
June	118	61	100	142	108	114
July	118	61	100	142	104	113
August	118	61	100	144	102	113
September	116	61	100	144	102	112
October	114	61	100	144	103	111
November	114	61	100	144	103	111
December	114	61	100	144	102	111
1951						
January*	112	63	100	144	102	109
February*	111	63	100	141	102	109
March*	126	63	100	141	118	121

(b) For details of scope and method of construction of the index numbers please see page 422 of the Indian Labour Gazette, December 1948.

*Provisional.

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—*contd.*

(Base : 1944=100)

LUDHIANA (a)

	Food	Fuel and Lighting	Housing Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	61.2	9.2	3.7	10.8	15.1	100.0
1945	106	105	100	98	100	105
1946	125	112	100	93	122	119
1947	149	156	100	110	135	142
1948	183	160	100	135	157	168
1949	177	157	100	102	176	161
1950	175	153	100	111	185	165
1950						
March	172	157	100	107	178	162
April	173	154	100	107	174	162
May	174	156	100	109	168	162
June	175	153	100	109	171	162
July	176	150	100	116	182	165
August	181	149	100	108	195	169
September	170	150	100	108	199	168
October	177	152	100	117	197	168
November	176	152	100	114	195	167
December	179	152	100	120	198	170
1951						
January	179	153	100	119	191	169
February	176	142	100	117	187	165
March	181	140	100	119	183	168

(a) For details of scope and method of construction of the index numbers please see pages 45-48 of the "Report on an enquiry into family budgets of Industrial workers in Ludhiana" by S. R. Deshpande.

AKOLA (b)

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	58.6	7.3	2.1	13.4	18.6	100.0
1945	99	88	100	91	101	98
1946	116	86	100	90	101	107
1947	164	91	100	96	115	139
1948	175	204	100	100	123	156
1949	193	196	100	105	132	168
1950	190	159	100	105	122	162
1950						
March	177	170	100	105	139	157
April	175	163	100	105	126	154
May	179	151	100	105	119	155
June	185	151	100	105	119	158
July	197	151	100	105	120	165
August	198	150	100	105	125	167
September	197	150	100	105	127	163
October	200	150	100	105	125	168
November	211	150	100	105	125	174
December	199	150	100	105	126	167
1951						
January	186	150	100	105	128	162
February	187	160	100	105	145	164
March	186	160	100	104	145	164

(b) For details of scope and method of construction of the index numbers please see pages 46-49 of the "Report on an enquiry into family budgets of Industrial workers in Akola" by S. R. Deshpande.

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—*concl'd.*

(Base : 1944=100)

JUBBULPORE (a)

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	58.2	7.2	2.7	12.6	19.3	100.0
1945	90	93	100	85	114	95
1946	98	97	100	79	126	101
1947	121	110	100	88	159	123
1948	149	127	100	121	170	146
1949	152	143	100	123	176	151
1950	152	148	100	114	190	153
1950						
March	147	145	100	117	194	151
April	147	145	100	117	207	153
May	143	145	100	117	208	151
June	145	145	100	117	208	152
July	152	155	100	108	203	155
August	157	157	100	107	180	154
September	153	153	100	107	179	151
October	156	150	100	113	190	155
November	162	143	100	113	188	158
December	179	143	100	115	189	163
1951						
January	186	136	100	116	187	171
February	183	128	100	123	185	169
March	175	125	100	125	193	166

(a) For details of scope and method of construction of the index numbers please see pages 56-59 of the "Report on an enquiry into family budgets of industrial workers in Jubbulpore" by S. R. Deshpande.

KHARAGPUR (b)

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	69.2	5.9	3.4	10.6	10.9	100.0
1945	97	110	100	83	109	97
1946	102	97	100	76	113	100
1947	116	106	100	80	119	111
1948	135	116	100	120	129	132
1949	142	114	100	125	142	137
1950	142	109	100	130	144	137
1950						
March	141	107	100	117	148	136
April	141	104	100	122	152	135
May	141	107	100	128	151	137
June	144	108	100	132	147	139
July	146	110	100	130	141	140
August	146	111	100	135	141	141
September	142	110	100	139	141	135
October	144	109	100	146	141	141
November	141	109	100	141	135	137
December	138	109	100	147	136	135
1951						
January	133	109	100	147	137	133
February	133	108	100	146	139	133
March	135	113	100	159	141	135

(b) For details of scope and method of construction of the index numbers please see pages 45-48 of the "Report on an enquiry into family budgets of industrial workers in Kharagpur" by S. R. Deshpande.

COST OF LIVING INDEX NUMBERS FOR LOW-PAID EMPLOYEES AT DIFFERENT MUFASSAL CENTRES IN MADRAS

(Base: July, 1935 to June, 1936=100)

Month and year	Vishakhapatnam	Eluru	Bellary	Cuddalore	Tiruchirappalli	Mathurai	Coimbatore	Kozhikode
1948	338	367	370	372	351	331	337	394
1949	360	396	378	364	365	360	385	409
1950	354	404	383	371	372	348	388	428
March	341	396	397	361	360	343	386	423
April	343	391	393	357	359	344	376	424
May	348	393	387	359	369	343	375	428
June	352	396	390	363	374	343	379	460
July	360	407	382	369	371	345	394	439
August	365	406	371	368	375	350	396	438
September	363	419	372	378	378	354	396	439
October	366	416	369	392	376	354	392	427
November	361	415	380	384	376	355	391	417
December	358	410	371	383	374	348	389	411
1951								
January	358	407	375	384	371	344	389	419
February	356	413	375	382	367	349	389	427
March	354	416	377	382	370	354	392	440

Source.—Public (Economics and Statistics) Department, Government of Madras.

WORKING CLASS COST OF LIVING INDEX NUMBERS IN RANGOON

The table below shows the percentage variations in the estimated cost on an austerity basis, of one month's supply of foodstuffs and commodities for the principal groups of Indian work-people, viz., Tamils, Telegus and Uriyas on a singleman basis.

(Base: Year 1941=100)

Month and year	Food	Fuel and Lighting	Clothing	Miscellaneous	House Rent	All items Combined
1	2	3	4	5	6	7
1950						
March	337	509	590	471	266	351
April	330	279	579	471	266	343
May	333	257	600	471	266	345
June	356	250	641	467	266	361
July	391	214	638	454	266	380
August	390	211	475	454	266	368
September	379	204	440	454	266	359
October	352	197	440	454	266	341
November	344	192	443	454	266	335
December	344	182	423	454	266	333
1951						
January	354	190	418	454	266	340
February	347	214	418	454	266	337
March	322	198	426	459	266	321

Source.—Weekly notes by the Director of Labour, Burma.

COST OF LIVING INDEX NUMBERS IN FOREIGN COUNTRIES
(Base : 1937=100)

Country	U. K.	U.S.A.	Canada	Australia	Turkey	Ceylon
Town					Istanbul	Colombo(b)
1938 . . .	101	98	101	103	100	—
1939 . . .	103	97	100	105	101	108*
1940 . . .	119	98	104	110	112	112
1941 . . .	129	102	110	115	138	122
1942 . . .	130	113	116	125	232	161
1943 . . .	129	120	117	129	346	195
1944 . . .	130	122	117	129	338	200
1945 . . .	122	125	118	129	353	221
1946 . . .	132	136	122	131	341	229
1947 . . .	102 (a)(c)	155	134	136	343	252
1948 . . .	108	167	153	148	345	260
1949 . . .	111	165	159	162	378	258
1950 . . .	114	167	165	179	360	272
March . . .	113	163	162	170†	382	265
April . . .	114	163	162	176	374	266
May . . .	114	164	162		361	266
June . . .	114	166	163	180	357	271
July . . .	114	168	166		350	272
August . . .	113	168	167	188	343	274
September . . .	114	169	168		341	283
October . . .	115	170	169	—	316	279
November . . .	116	171	169		318	277
December . . .	116	174	169	—	—	273
1951 January . . .	117	177	170	—	—	281
February . . .	118	179	173	—	—	284
March . . .	119	—	178	—	—	284

(a) New Series from July 1947; Base: 17th June, 1947=100.

(b) Base: November, 1938 to April, 1939=100. (c) July to December.

* August—December.

† Relates to quarter ending March, 1950.

Source.—International Labour Office.

Retail and Wholesale Prices

MOVEMENT OF RETAIL PRICES IN SELECTED URBAN AND RURAL CENTRES DURING THE MONTH OF MARCH 1951.

Unweighted retail price index numbers for 18 urban and 12 rural centres are given in the following tables. These measure the fluctuations in the retail prices of certain groups of consumption items as compared to their average prices during 1944.

Urban Centres

The index numbers for 'all articles of food' went up at 5 centres, declined at 9 centres and remained stationary at 3 centres. The fluctuations of these index numbers were, however, limited within a range of +7 and -5 points.

An analysis of the various consumption groups is given below.

Cereals :—The index numbers for this sub-group advanced at 7 centres, receded at 6 centres and remained stationary at 4 centres. Noteworthy rise in the indices was witnessed at Patna and Raniganj.

Pulses :—No clear trend of prices was discernible for this sub-group. There was a rise of 18 points in the index at Patna due to a general rise in the prices of all the articles included in this sub-group.

Other articles of food :—The index numbers for this sub-group declined at 7 centres out of 8 in West Bengal mainly due to a fall in the prices of spices like chillies, *dhania* and *halud*. The index appreciated by 10 points at Surat due to a rise in the price of sugar (refined).

Fuel and Lighting :—The index number for this group did not show any clear trend and in all the centres the fluctuation was less than 10 points.

Miscellaneous :—The index numbers for this group advanced in a majority of the centres due mainly to a rise in the prices of *pan* and tobacco.

Rural centres

The index numbers for 'all food' advanced at 3 centres, declined at 5 centres and remained stationary at 1 centre. A noteworthy rise of 14 points in this index was noticed at Muniguda due mainly to a rise in the prices of some of the miscellaneous articles of food, e.g., coconut, chillies, groundnut oil, milk, ghee, etc. The index numbers for 'cereals' appreciated by 39 points at Sonaili due to a rise in the price of rice. Maibang and Muniguda also witnessed a rise of 16 and 10 points respectively due to a rise in the prices of rice. The index numbers for 'pulses' declined in a majority of the centres. Only at Salamatpur there was an appreciable rise of 21 points due to rise in the prices of *moong*, *masur* and *chana dals*. The index numbers for 'other articles of food' fluctuated both ways and no clear trend of prices could, therefore, be ascertained. The fluctuations in these index numbers ranged from a fall of 10 points at Bamra to a rise of 18 points at Muniguda. The index number for 'fuel and lighting' remained stationary in a majority of the centres. A significant rise of 35 points in the index number for 'clothing' was recorded at Muniguda due to a general rise in the prices of clothing articles. In the 'miscellaneous' group the price trend was in general upwards.

RETAIL PRICE INDEX NUMBERS BY GROUPS

(Base :

Name of Centre and State	Cereals			Pulses			Other articles of food		
	Mar. '50	Feb. '51	Mar. '51	Mar. '50	Feb. '51	Mar. '51	Mar. '50	Feb. '51	Mar. '51
1	2	3	4	5	6	7	8	9	10
<i>I.—Bombay :</i>									
Hubli	140	141	141	111	128	125	163	200	201
Surat	106	103	107	134	152	153	162	153	163 ^a
Dohad	132	141	137	137	156	163	183	185	188
<i>II.—Punjab (I) :</i>									
Amritsar	x	x	x	x	x	x	x	x	x
<i>III.—Uttar Pradesh :</i>									
Lucknow	143	161	159	159	172	180	170	159	157
Agra	132	164	162	155	190	188	172	168	166
Bareilly	150	178	184	167	203	194	180	175	178
Banaras	173	148	156	139	182	177	207	181	185
Meerut	180	175	170	157	184	185	185	174	177
<i>IV.—Bihar :</i>									
Patna	205	246	257 ^d	149	180	198	197	185	183
<i>V.—West Bengal :</i>									
Howrah	141	140	140	137	139	137	162	181	173
Budge-Budge	136	150	146	109	134	133	173	185	178
Kankinara	136	135	134	112	131	127	167	175	177
Raniganj	149	182	192 ^f	118	119	126	192	191	185
Calcutta	140	140	143	124	137	135	176	186	184
Gouripore	133	141	142	119	148	148	153	176	173
Serampore	139	141	141	128	131	136	170	179	175
Kanchrapara	136	148	148	125	150	144	167	175	172

(a) Rise in the price of sugar (refined).

(b) Rise in the prices of *pan* and tobacco.

(c) Rise in the price of tobacco.

(d) Rise in the prices of maize and barley.

AT 18 SELECTED URBAN CENTRES

1944=100)

All articles of food			Fuel and Lighting			Miscellaneous			Name of Centre and State
Mar. '50	Feb. '51	Mar. '51	Mar. '50	Feb. '51	Mar. '51	Mar. '50	Feb. '51	Mar. '51	
11	12	13	14	15	16	17	18	19	20
									I.—Bombay :
153	181	181	110	94*	96	165	176	176	Hubli
146	143	150	100	96	97	160	155	156	Surat
167	173	175	168	124	120	150	159	159	Dohad
									II.—Punjab (I) :
x	x	x	x	x	x	x	x	x	Amritsar
									III.—Uttar Pradesh :
162	163	161	121	128	128	198	172	196b	Lucknow
160	171	17	117	133	141	156	146	158b	Agra
171	180	182	127	121	123	142	151	154	Bareilly
188	171	175	132	125	121	465	280	291b	Banaras
180	176	176	123	125	118	163	148	160c	Meerut
									IV.—Bihar :
194	204	200	140	136	135	161	150	161e	Patna
									V.—West Bengal :
154	169	164	97	97	100	165	159	168	Howrah
157	172	167	125	117	115	163	238	235	Budge-Budge
145	160	160	106	106	102	174	158	161	Kankinara
173	179	178	205	163	163	183	184	188	Raniganj
162	172	170	108	107	108	171	166	175	Calcutta
144	166	164	128	132	131	170	165	187b	Gouripore
157	164	162	123	125	121	189	194	202	Serampore
157	168	164	125	130	130	171	166	183g	Kanchrapara

(c) Rise in the prices of *bidis* and *pan*.(f) Rise in the prices of *atta* and *gram*.(g) Rise in the prices of *pan*, tobacco and *tikia*.

(x) Returns not received.

* Revised.

RETAIL PRICE INDEX NUMBERS BY GROUPS AT 12 SELECTED RURAL CENTRES (Base : 1944=100)

Name of Centres	Cereals			Pulses			Other articles of food		
	March '50	Feb. '51	March '51	March '50	Feb. '51	March '51	March '50	Feb. '51	March '51
1	2	3	4	5	6	7	8	9	10
<i>Eastern Zone</i>									
1. Bamra .	174	169	169	83	106	103	211	195	185a
2. Maibang .	131	130	146c	142	142	142	159	149	151
3. Shankargarh .	133	181	180	130	177	174	207	204	205
4. Sonaili .	200	242	281c	153	183	180	236	244	249
<i>Northern Zone</i>									
5. Multapi .	159	199	192	125	177	173	190	183	183
6. Nana .	305	345	344	276	234	231	232	261	261
7. Salamatpur .	205	222	212g	171	230	251h	204	218	214
<i>Southern Zone</i>									
8. Krishna .	174	244	236	156	178	171	197	198	198
9. Lakh .	186	180	x	151	176	x	172	173	x
10. Malur .	x	x	x	x	x	x	x	x	x
11. Muniguda .	204	325	345i	239	263	263	255	281	299j
12. Kudehi .	128	x	x	113	x	x	179	x	x

Name of Centres	All articles of food			Fuel & Lighting			Clothing			Miscellaneous		
	March '50	Feb. '51	March '51	March '50	Feb. '51	March '51	March '50	Feb. '51	March '51	March '50	Feb. '51	March '51
11	12	13	14	15	16	17	18	19	20	21	22	23
<i>Eastern Zone</i>												
1. Bamra .	183	176	169	89	87	96	189	154	165b	194	174	182
2. Maibang .	154	146	150	103	102	102	118	143	152	100	97	107d
3. Shankargarh .	166	191	190	101	95	100	127	140	140	140	137	137
4. Sonaili .	217	234	243	120	109	109	128	@	@	338	254	320e
<i>Northern Zone</i>												
5. Multapi .	169	183	181	112	115	115	99	128*	128	145	170	170
6. Nana .	252	276	275	147	142	142	147	161	173f	198	200	205
7. Salamatpur .	197	221	221	129	100	100	138	140	138	168	259	263
<i>Southern Zone</i>												
8. Krishna .	189	204	202	142	146	149	142	140	145	202	216	209
9. Lakh .	176	175	x	93	86	x	111	111	x	147	147	x
10. Malur .	x	x	x	x	x	x	x	x	x	x	x	x
11. Muniguda .	242	289	303	106	97	99	130	196	231b	177	210	215
12. Kudehi .	163	x	x	113	x	x	121	x	x	150	x	x

- (a) Fall in the prices of chillies and gur.
 (b) General rise in the prices of clothing articles.
 (c) General rise in the prices of cereals.
 (d) Rise in the prices of *pan* and *bidis*.
 (e) Rise in the prices of tobacco, *pan* and *bidis*.
 (f) Rise in the prices of *dhotis* and shirting.
 (g) Fall in the price of *jowar*.
 (h) Rise in the prices of *moong*, *chana* and *masur dals*.
 (i) Rise in the prices of rice.
 (j) Rise in the prices of groundnut oil, ghee, milk, coconut and chillies.
 (x) Returns not received.
 @ Under reference.
 * Revised.

INDEX NUMBERS OF RURAL PRICES IN THE STATE OF MADRAS
(Base : July 1935 to June 1936=100)

District	Rural Centres	Index Numbers		
		March 1950	February 1951	March 1951
1	2	3	4	5
Visakhapatnam . . .	Adivivaram . . .	425	444	444
" . . .	Thettangi . . .	457	501	521
West Godavari . . .	Alamuru . . .	392	422	423
Bellary . . .	Madavaram . . .	457	473	477
South Arcot . . .	Puliyur . . .	402	437	445
" . . .	Agaram . . .	385	402	402
Tiruchirapalli . . .	Thulayanatham . . .	449	485	485
Mathurai . . .	Eriodu . . .	383	474	493
" . . .	Gokilapuram . . .	430	453	462
Coimbatore . . .	Kinathukadavu . . .	412	439	444
Malabar . . .	Koduvalli . . .	541	633	643
Chingleput . . .	Guduvancheri . . .	455	449	449
" . . .	Kunnathur . . .	418	460	466

Source.—Public (Economics & Statistics) Department, Government of Madras.

ALL INDIA INDEX NUMBERS OF WHOLESALE PRICES

The Economic Adviser's Index Numbers of wholesale prices, comprise selected items under the groups Food, Industrial Raw Materials, Semi-Manufactures, Manufactured Articles and Miscellaneous. Since from the point of view of the working classes, the Food group together with its sub-groups and Textile products are of importance, the index numbers relating to these groups are also given along with the General Index.

(Base : Year ended August, 1939=100)

	Cereals	Pulses	Other articles of food	All food articles	Textile products	General Index
1	2	3	4	5	6	7
1947 Average . . .	312	471	222	292	314	297
1948 Average . . .	445	426	263	375	406	368
1949 Average . . .	466	439	277	390	398	381
1950 Average . . .	472	451	314	411	402	401
1950—						
March . . .	454	440	303	396	402	392
April . . .	458	417	309	399	402	391
May . . .	457	402	319	402	401	394
June . . .	456	409	321	403	399	396
July . . .	475	461	335	423	400	405
August . . .	473	470	340	427	402	409
September . . .	485	475	339	430	402	413
October . . .	495	484	319	427	403	411
November . . .	521	509	281	424	403	411
December . . .	510	507	291	424	404	413
1951—						
January . . .	487	509	293	414	406	414
February . . .	487	509	294	414	430	423
March . . .	488	518	288	412	457	439

Source.—Office of the Economic Adviser to the Government of India.

Employment Service

EMPLOYMENT EXCHANGE STATISTICS

Period	No. of exchanges at the end of the period	No. of registrations during the period	No. of applicants placed in employment during the period	No. of applicants on the live registers at the end of the period	No. of employers using the exchanges during the period	No. of vacancies notified during the period	No. of vacancies outstanding at the end of the period
1	2	3	4	5	6	7	8
15th August, 1947 to 31st December, 1947	53	207,838	61,729	236,734	2,879*	97,892	68,756
1948	54	868,787	259,774	239,033	3,422*	380,118	55,131
1949	55	1,066,351	256,809	274,335	4,483*	362,011	29,292
1950	67	1,210,358	331,193	330,743	5,566*	419,307	28,159
March	54	87,072	24,976	265,962	4,991	35,193	24,047
April	54	91,897	23,837	281,972	5,233	34,038	29,482
May	64	108,921	29,434	305,003	5,940	39,735	31,484
June	64	109,934	29,850	322,958	5,948	36,901	27,911
July	64	121,017	29,393	345,395	6,919	34,900	24,388
August	65	119,682	29,021	365,732	6,135	34,858	23,432
September	65	101,585	29,377	347,944	6,313	34,802	23,306
October	66	92,835	27,302	338,311	5,523	34,006	25,269
November	66	114,139	34,554	333,628	5,879	43,078	27,570
December	67	115,330	33,809	330,743	5,739	41,664	28,189
1951—							
January	67	120,059	34,631	345,159	6,048	39,282	26,987
February	67	107,968	32,978	348,748	6,011	39,625	26,728
March	67	112,904	38,253	337,092	6,857	44,202	25,590

* Monthly averages.

Employment Exchange Statistics for March, 1951, by States

State or Region	No. of exchanges	No. of registrations	No. of applicants placed in employment during the month	No. of applicants on the live registers at the end of the month	No. of employers using exchanges	No. of vacancies notified	No. of vacancies outstanding
1	2	3	4	5	6	7	8
Assam	2	2,230	723	10,694	77	877	611
Bihar	4	9,110	2,969	27,015	256	4,440	4,831
Bombay	11	11,760	2,808	33,612	670	3,181	2,220
Delhi, Rajasthan & Ajmer	6	8,226	2,727	19,580	436	3,278	2,053
Hyderabad	3	1,615	216	8,004	76	280	329
Madhya Pradesh	5	5,909	1,133	17,468	604	1,684	1,300
Madras	12	22,885	8,510	71,312	916	9,495	2,827
Orissa	1	1,269	390	2,259	31	1,007	672
Punjab	7	7,861	2,285	18,215	572	2,822	1,930
Uttar Pradesh	10	27,485	13,653	58,306	2,772	14,005	5,380
West Bengal	6	14,554	2,839	71,227	447	3,133	3,387
Total	67	112,904	38,253	337,092	6,857	44,202	25,590

Source.—Directorate-General of Resettlement and Employment.

TRAINING STATISTICS

1	No. of centres at the end of the period	Number of persons undergoing training at the end of the period				
		Technical	Vocational	Women	Apprenticeship	Total
2	3	4	5	6	7	
1947—						
September	187	5,800	1,878	893	265	8,836†
1948—						
March	288	6,862	3,180	642	603	11,287†
1949—						
March	470	11,586	4,679	231	2,554	19,050†
1950—						
March	242	2,758	948	159	355	4,221
April	180	3,458	1,045	55	163	4,721
May	169	3,399	690	142	128	4,365
June	126	4,142	656	138	11	4,947
July	98	6,022	1,162	322	—	7,506
August	63	8,635	1,886	349	—	10,870
September	63	9,465	2,215	340	—	12,020
October	63	9,238	2,136	327	—	11,701
November	63	8,730	2,082	318	—	11,130
December	63	8,466	2,014	338	—	10,818
1951—						
January	63	8,293	1,989	331	—	10,613
February	63	8,217	1,950	331	—	10,498
March	63	8,037	1,925	328	—	10,290

* The scheme has since been discontinued.

† Excluding disabled persons.

Training Statistics for March, 1951, by States

State	No. of Centres	Number of persons undergoing training				
		Technical	Vocational	Women	Apprenticeship	Total
1	2	3	4	5	6	7
Assam	1	240	73	—	—	313
Bihar	3	419	73	—	—	492
Bombay	5	872	104	—	—	976
Madhya Pradesh	1	308	101	—	—	412
Madras	10	851	90	55	—	996
Orissa	2	186	48	—	—	234
Punjab	6	905	341	—	—	1,246
Uttar Pradesh	11	1,394	455	115	—	1,964
West Bengal	8	1,539	389	—	—	1,928
Mysore	3	217	41	—	—	258
P.E.P.S.U.	1	88	—	—	—	88
Rajasthan	1	78	—	—	—	78
Travancore-Cochin	4	271	38	—	—	309
Ajmer	1	117	—	—	—	117
Coorg	1	36	24	16	—	76
Delhi	4	432	132	142	—	706
Himachal Pradesh	1	84	13	—	—	97
Total	63	8,037	1,925	328	—	10,290

Note.—Apart from the figures given above, 104 Instructor trainees and 229 Primary School Teachers were also undergoing training at the end of March, 1951.

Source.—Directorate-General of Resettlement and Employment.

Absenteeism

ABSENTEEISM IN MANUFACTURING INDUSTRIES IN INDIA
(Percentage of man-shifts lost to man-shifts scheduled to work)

Month 1	Cotton Mill Industry							Woollen Industry	
	Bombay (b) 2	Ahmed- abad (c) 3	Sholapur (d) 4	Madras (a) 5	Madras (a) 6	Coim- bare (a) 7	Kanpur (d) 8	Kanpur (a) 9	Dhertwal (a) 10
Average 1947	14.4	6.4	19.1	10.3	14.7	13.8	16.1	11.5	—
Average 1948	13.3	5.9	18.1	9.1	13.9	9.6	16.1	10.6	—
Average 1949	15.9	7.4	21.3	8.6	13.1	8.1	15.6	11.0	—
Average 1950	14.5	8.4	20.1	9.5	14.6	9.7	16.1	12.5	9.3
March	15.9	8.7	21.5	9.2	15.4	9.0	16.2	12.5	6.3
April	16.3	9.7	23.3	9.8	14.3	10.2	19.0	12.4	5.0
May	16.4	9.6	23.5	9.7	14.2	20.4	20.8	25.8	8.0
June	15.2	8.9	19.9	9.9	15.8	10.6	19.9	18.4	8.0
July	13.9	8.3	20.3	9.4	16.1	7.4	17.9	13.1	6.2
August	12.3	8.1	17.6	9.2	14.6	8.6	16.7	8.9	8.8
September	*	8.4	19.0	12.0	14.1	8.5	15.6	7.9	13.5
October	*	7.8	18.3	9.5	14.3	8.1	12.8	12.2	13.8
November	13.6	7.8	18.8	8.9	13.3	9.4	12.0	10.0	12.7
December	13.8	7.9	18.3	8.5	13.6	8.4	12.6	10.1	18.7
Average 1951	12.1	7.4	18.1	9.1	11.4	9.5	10.3	11.5	8.8
January	12.8	7.8	19.4	8.6	12.5	10.8	11.1	13.7	12.0
February	13.0	9.0	18.7	8.7	13.2	11.8	10.8	13.9	15.5
March									

Month	Engineering Industry		Tele- graph Work- shops	Tramway Work- shops	Iron and Steel Industry	Ord- nance Factories	Cement Factories	Match Factories	Leather Industry
	Bombay (b) 11	West Bengal (c) 12	All India (a) 13	All India (a) 14	All India (a) 15	All India (a) 16	All India (a) 17	All India (a) 18	Kanpur (d) 19
Average 1947	13.8	—	—	—	—	10.6	12.2	12.4	15.5
Average 1948	13.4	—	—	—	14.3	8.5	10.9	10.9	8.0
Average 1949	13.6	—	—	—	13.5	8.0	10.1	10.8	11.3
Average 1950	13.1	11.1	8.1	15.7	12.4	8.9	10.6	11.0	8.4
March	15.1	14.7	9.1	16.7	14.0	11.0	11.3	13.3	6.7
April	16.3	16.2	8.8	23.7	14.1	13.2	11.4	16.5	8.4
May	18.9	15.5	10.8	17.2	15.2	11.8	16.5	14.9	10.7
June	14.0	12.3	9.6	13.4	14.4	9.4	12.8	12.1	7.5
July	12.0	9.3	7.9	14.4	12.2	7.7	8.6	10.3	15.5
August	10.1	12.7	7.1	11.9	11.8	6.9	10.2	10.1	21.0
September	11.1	9.0	7.2	12.2	10.5	8.3	8.7	9.0	4.2
October	10.0	7.6	7.4	20.1	10.6	7.2	10.3	9.6	5.9
November	12.9	8.7	7.5	13.4	11.6	7.4	9.0	9.6	4.8
December	11.8	8.4	8.3	13.9	10.6	7.7	9.0	9.0	5.2
Average 1951	11.2	8.8	8.0	14.7	10.7	7.7	10.5	7.4	3.9
January	13.0	9.2	7.1†	9.3	10.1	8.5	11.3	10.6	4.9
February	14.8	10.1	8.2	13.9	11.5	9.1	14.0	9.9	4.8
March									

Sources—

(a) Government of India; Labour Bureau.

(b) Government of Bombay; Deputy Commissioner of Labour (Information).

(c) Government of West Bengal; Labour Commissioner.

(d) Employers' Association of Northern India.

* There was a general strike in the Cotton Textile Industry in Bombay City.

† Revised.

*Absenteeism in Manufacturing Industries in India
during March, 1951, by Causes*

1	No. of returns 2	Percentage of absenteeism due to				
		Sickness or accident 3	Leave other than holidays 4	Social or religious causes 5	Other causes 6	All causes 7
<i>Cotton Mills—</i>						
Madras State	32	2.7	4.6	2.2	2.4	11.9
— Madras	1	2.7	3.9	1.1	1.0	8.7
— Madras	7	2.9	5.3	3.4	1.6	13.2
— Coimbatore	14	2.3	3.4	0.7	5.4	11.8
— Tinnevelly	5	3.1	5.3	4.5	0.4	13.3
— Others	5	2.8	6.4	0.7	5.3	15.2
<i>Woolen Mills—</i>						
Dhariwal	1	0.5	13.6	—	1.4	15.5
<i>Iron and Steel Factories—</i>						
All States	7	2.1	5.4	0.8	3.2	11.5
— West Bengal	3	2.8	7.7	—	2.2	12.7
— Bihar	3	1.9	4.7	1.1	3.5	11.2
— Madras	1	1.2	4.5	1.7	—	7.4
<i>Ordinance Factories—</i>						
All States	19	1.0	6.0	0.3	1.6	9.1
— West Bengal	3	1.2	3.4	0.2	3.3	8.1
— Bombay	5	0.8	7.7	0.2	1.5	10.2
— Madhya Pradesh	3	0.8	8.6	0.1	0.6	10.1
— Uttar Pradesh	7	1.3	4.4	0.7	1.5	7.9
— Madras	1	0.7	7.9	1.3	0.1	10.0
<i>Cement Factories—</i>						
All States	8	3.0	7.4	2.1	1.5	14.0
— Madras	4	3.0	10.0	1.9	1.1	16.0
— Madhya Pradesh	2	1.9	4.6	3.6	1.5	11.6
— West Bengal	1	3.8	4.9	—	1.8	10.5
— Bihar	1	3.9	4.7	2.0	2.1	12.7
<i>Match Factories—</i>						
All States	6	4.2	2.8	0.5	2.4	9.9
— Bombay	1	3.2	3.3	1.6	1.5	9.6
— West Bengal	1	4.0	2.4	—	3.7	10.1
— Uttar Pradesh	1	2.1	3.5	0.3	1.3	7.2
— Assam	1	5.7	4.0	—	1.9	11.6
— Madras	1	7.3	1.1	—	3.2	11.6
<i>Tramway Workshops—</i>						
All States	3	2.8	3.4	5.4	2.3	13.9
— Bombay	1	1.0	2.2	—	2.1	5.3
— Calcutta	1	2.8	5.6	8.1	2.6	19.1
— Madras	1	5.8	—	7.9	1.7	15.4
<i>Telegraph Workshops—</i>						
All States	2	2.4	4.1	0.5	1.2	8.2
— Bombay	1	2.0	9.6	0.8	—	12.4
— West Bengal	1	2.7	0.8	0.2	2.0	5.7

ABSENTEEISM IN MANUFACTURING, MINING AND PLANTATION INDUSTRIES IN MYSORE STATE

Month	Manufacturing						Gold Mining	Plantations
	Textile	Engineering	Food and Drink	Chemicals and Dyes	Wood and Ceramics	Miscellaneous		
1949								
Average	11.8	11.8	19.2	13.7	11.8	12.2	14.5	—
1950								
Average	11.1	12.4	21.3	12.1	9.0	13.0	12.4	—
February	11.0	13.8	22.9	13.3	8.5	14.1	16.2	—
March	10.3	13.9	21.3	11.7	9.3	16.5	10.4	—
April	12.2	13.6	19.1	12.7	9.4	17.7	11.1	—
May	14.1	14.5	28.1	14.1	10.5	8.3	20.3	—
June	11.5	12.1	21.4	12.2	9.0	13.3	11.8	—
July	9.7	10.7	20.7	10.5	7.7	13.0	9.3	—
August	11.6	10.9	18.4	10.1	7.9	13.3	10.5	—
September	10.3	11.6	21.8	10.7	8.1	12.8	11.1	—
October	9.7	9.7	11.8	13.3	7.3	13.5	9.6	17.5*
November	10.2	11.0	14.9	13.3	7.9	6.9	10.4	20.3
December	11.3	13.5	13.3	9.9	15.1	12.8	9.5	16.5
1951								
January	12.5	12.5	14.5	10.5	7.7	6.2	9.4	18.1
February	14.0	13.0	17.9	10.6	8.3	11.4	9.8	19.9

Absenteeism in Manufacturing, Mining and Plantation Industries in Mysore State during February, 1951, by Causes

Industry	Number of returns	Percentage of absenteeism due to				Total
		Sickness or accident	Social or religious causes	Other causes		
				With leave	Without leave	
1	2	3	4	5	6	7
<i>Manufacturing—</i>						
Textiles	19	1.0	1.5	7.5	4.0	14.0
Engineering	15	2.6	1.1	6.0	3.3	13.0
Food and Drink	7	2.2	1.8	4.0	9.9	17.9
Chemicals and Dyes	5	2.5	2.0	2.1	4.0	10.6
Wood and Cera- mics	8	1.1	0.3	4.0	2.9	8.3
Miscellaneous	7	1.4	1.6	1.9	6.5	11.4
Gold Mining	4	3.6	0.1	1.1	5.0	9.8
Plantations	14	—	—	—	—	19.9

Source :—Labour Commissioner, Mysore.

*The figures were previously being included under "Food & Drink"

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